

# THE OSHAWORKER

**They Can**

**USE OUTSIDE  
CONTRACTORS**

**READ ON  
THE JOB**

**HAVE  
SUPERVISION  
PERFORM  
BARGAINING  
UNIT WORK**

**DOWNSIZE**

**SPEED UP  
THE LINE**

**LAYOFF**

**ELIMINATE  
JOBS**

**SCHEDULE  
SATURDAYS**

**But We Can't**

**READ NEWSPAPERS**

**ENGAGE IN  
"NON-COMPETITIVE  
WORK PRACTICES"**

**READ MAGAZINES**

**READ POCKET BOOKS**

*Background: Local 222 President Mike Shields, GM Plant Chairperson Tom Hoar and Car Plant Chairperson Ron Gibson led a Shop Committee sit-in at GM headquarters to protest the lack of movement on issues.*

**CAW LOCAL 222**

**Volume 57 • Number 7 • September 1998**

# For GM, Labour Relations Are Neither A Strength Nor A Priority

By Mike Shields, President

**W**ELCOME BACK FROM A SUMMER OF UNCERTAINTY and unrest. I open with this statement in reference to the eight week GM strike that started just before our two week vacation shut down period. As a result of this strike, our membership experienced a tremendous amount of **uncertainty**. With vacation pay in hand and a strike causing our members to be laid off, most found it difficult to decide if they should proceed with normal holiday plans or save their holiday pay to take them through a strike that could last indefinitely.

Those who chose to proceed with normal holiday plans suffered financially because of the length of the lay off and those who chose the latter fared better financially, but were robbed of a real vacation with their families. The **Vacation Pay** allocation system enforced by the Employment Insurance Commission (The Federal Government) caused our membership financial hardship. In the past your vacation pay was allocated to the two-week vacation shut down period regardless of how much vacation pay you received. The Federal Government changed this practice some time ago. This is just the first time it has affected our membership en masse. Many of the shop floor Union Reps, Benefit Reps and Service Reps at the Hall received much of the brunt of your frustration in regard to this practice.

Let me be very clear, when I say your Union did not cause you this hardship. Number one, it was the Federal Government who made this change that disadvantaged you. The CAW, your Union, did oppose the Government of the day on these changes. This is once again a perfect example as to why the Union has to be involved in electoral politics. Many of our hard fought negotiated benefits can be eliminated with the stroke of a pen from an unchallenged Federal or Provincial Government. Number two, Tom Hoar and myself requested that General Motors only pay out two weeks vacation pay until after the strike was settled. This would have prevented your disqualification of EI benefits. This would not have cost General Motors one red cent, yet they flatly refused. Yes, you do have a right to be frustrated and angry, but let us direct this towards those who **Caused the Hardship**.

Many arguments were made through the media at the conclusion of the eight-week strike as to whether the UAW or GM won the battle. Different people had different opinions. One thing that did come out of this strike and cannot be argued, is that General Motors is in a sorry state when it comes to the Labour or Human Relations end of the business. I am going to use a quote from Fortune magazine, a magazine that is not traditionally labour friendly. I believe this says a lot about GM labour relations' status. "Smith (President of GM Worldwide Operations) uses a velvet glove with subordinates, never a big stick." It goes on to say "...after having suffered through a dozen strikes in the past several years that have cost an estimated \$2.9 billion, GM must have the worst labour record in American industry. Yet vice president of labour relations Gerald Knetchell, who has been in office since 1992, seems to have more job security

*"Despite the enormous profits GM has made on the backs of workers, they fail to recognize their most valued commodity"*

CAW  
**R** Local 222  
President's  
**REPORT**



than a tenured professor." This scathing criticism is coming from Fortune magazine, not some obscure left wing newsletter.

Since returning to work after the eight-week strike in the U.S., we have experienced a tremendous amount of **unrest** in the Car Assembly Plants. The day Car Plant employees returned to work, they were greeted with a notice from Car Plant Management that newspapers, paper backs, magazines, computer games and cell phones would not be allowed in an employee's work area. Such a notice would give an outsider the impression that most Car Plant workers are sitting back with their feet up playing video games, reading and talking away on their cell phones. Nothing could be further from the truth. The average assembly line worker is working much harder today than they were 10 years ago. Most workers keep a newspaper or magazine at their workbench to read or glance at during break periods, lunchtime or if there is a break in the line. This is an assembly line worker's attempt at saving their sanity while doing the same job over 600 times a day.

The Union has never made the argument workers should be allowed to read a newspaper or magazine at the expense of their job. Car Plant

workers are a very responsible group. Through their hard work they have elevated the two Car Assembly Plants to a position of Number Two in efficiency in the most recent Harbour Report. This did not happen by accident, this did not result from workers sitting around reading and talking on cell phones. This happened as a direct result of a highly efficient **High Quality Workforce**.

General Motors has shown once again that Labour Relations (Treatment of Their Employees) is neither their strength nor a priority to them. Despite the enormous profits GM has made on the backs of these workers, they fail to recognize their most valued commodity, **Their Workforce**. Your Shop Committee and myself will continue to meet with GM Management. We will continue to climb the chain of command until we make someone understand the seriousness of the problem Car Plant Management is causing.

Your Car Plant Committee, Tom Hoar and myself will continue to keep you updated on future meetings with GM, whether it is a progress report or lack of progress. We have a real concern that Car Plant Management is jeopardizing the current status we enjoy as an Assembly Plant. 🍁

# Competitive Work Practices

By Tom Hoar,  
GM Shop Committee Chairperson

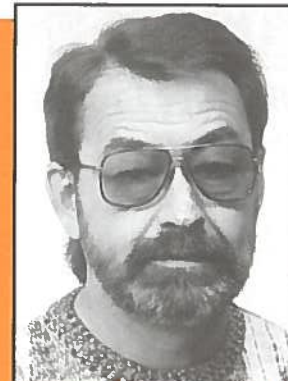
**I** HOPE EVERYONE HAD A FAVOURABLE TIME OFF WORK during the Company's campaign against the workers in Flint, Michigan. This was all done to accommodate Wall Street and lower the large assortment of vehicles on dealers' lots. It also offered an excuse to lower than expected earnings on their shares to Wall Street.

Life goes on and the **fight in Flint is over, but it has raised its ugly head here in Oshawa.** While you were laid off, the new wizard, from the same country as Flint, sometimes referred to as a plant manager was herding his flock of followers, including the per diems, towards his next goat called Competitive Work Practices. This would include a new absentee policy, more lay off notices, 10 per cent reduction in manpower this year, many more scheduled Saturdays, a \$19,000 bunch of pictures to launch his "Crush the Concorde" campaign, against other CAW members. All of this goes along with his no coats in the work area, doors only halfway open when it is a hundred degrees outside, zero tolerance on double shifts even on a Saturday when it is all the same price (time and one half), watching committeepeople distributing pamphlets, but allowing supervision to distribute theirs even on a Saturday, (August 8, 1998) in the Chassis Plant.

As most of you know, we had to stage a sit-in at the swamp (CHQ) to even get a meeting with this bird, but we did, and the results of the meeting have been distributed. However, there is one thing left and that is his response to most changes which is as follows: *We pay these people (workers) to perform, and even though we came in second place in the J.D. Power stats, we were behind the Concorde and that is not good enough.* Well, we got there despite people like you and we will be building quality cars long after you are forgotten. We did it because we were treated like humans and in the past would have received some type of reward, as other workers do when they achieve

*"It is hard to make someone understand something when they have never done a day's work in your shoes"*

## GM Shop Committee Chairperson's REPORT



higher standards. What do you do? Why do you paint everyone with the same brush, same paint (black) as if everyone was no better than a dog. Yeah, I know you can kick a dog and he will usually wag his tail the next time you approach, but you better understand, if you keep kicking the dog, it won't be long until he is going to start biting the SOB that is kicking. It is only natural. It is hard to make someone understand something when they have never done a day's work in your shoes. Oh he tried the Paint Shop for four hours one day and everyone knows the result of that part of a day, don't we!!

### The Boss's Competitive Work Environment

Now I thought it would be appropriate to tell you a little about the plant manager's work environment. He has an office in the SMO, about five times the size of your supervisor's, complete with a huge old wooden desk, a large conference table, about a dozen chairs, computer, telephone with a cell phone in his car, windows on two sides, air conditioned, a closet and washroom, and guess what, he has the Wall Street Journal delivered each day (\$1.40 Canadian or \$0.75 U.S.), but tells me he never reads at work. He feels he can be trusted but you can't, eh! Also, the pay

*Continued on page four*



**Lorna Moses retires as CAW National Representative. Pictured here holding plaque with the Mackies Bargaining Committee and CAW Local 222 President Mike Shields.**

# Congratulations To Membership For Showing Solidarity

By Dave Broadbent,  
Secretary-Treasurer

**I** HOPE EVERYONE ENJOYED THEIR EXTENDED HOLIDAY with their families this summer. I know the layoff created a financial problem for most but looking ahead it appears the Plants will be working six days a week for quite a while.

Our membership should be congratulated for the solidarity they showed for the UAW members in Flint. With the attitude the Company has taken here, we could well be in the same situation next year.

Once again this year, Doug Crough and the Recreation Committee did a superb job in organizing the Retirees' Picnic and the Membership Picnic, along with the help of the Women's Committee. Barb Smith, convenor of the kitchen and her Auxiliary Committee put on a great meal for the retirees, which was appreciated by all, and we thank Auxiliary President Jackie Finn and all her committee for their ongoing assistance.

## **R** Secretary-Treasurer's **REPORT**



The winners of the car and truck this year are Deanna McMaster, who works in the Truck Plant, and Franka Chopik, who retired from the North Plant, congratulations to both.

On the following page you will find our financial statements. Mike Shields and I are working together to improve our financial situation for next year's executive elections and GM negotiations. ♣

## Competitive Work Practices

**GM Shop Committee Chairperson's Report — Continued from page 3**

cheque is about six times ours. He gets his pick of Company cars to drive, with the insurance paid by the corporation and of course, the credit card for the gas it uses. He talks about cutting costs. Do you remember the last time a salaried person was laid off or have you noticed any reduction of white shirts lately. Well he still claims they are cutting the same number of salaried jobs, as they are hourly workers. I wonder where the hell they all worked anyway.

He claims that he works long hours, but we haven't seen a lot of him since they moved his family up here from the good old U.S. of A.

Oh yeah, that is the same place where the UAW had some recent problems isn't it? One wonders how loyal an American is to a country where even union people feel we are an outsourcing problem to them. Recent statements from some high ranking salary people stated they learned their lesson during the Flint strikes, but did those people speak for all Americans? I won-

der. Is the real goal to make things better for the Company or just on paper to get promoted back home? When you tell workers they can't even have a paper, pocket book, magazine or crossword in visible sight, and the boss gets a paper delivered to his office

*"When you tell workers  
they can't even have a paper, pocket book,  
magazine or crossword in visible sight,  
and the boss gets a paper delivered  
to his office from his own country,  
something isn't right"*

from his own country, something isn't right. If you think the cost comes out of his pay cheque, I've got some swampland at a really good price that I saved just for you. He has to be a prime example of "Do as I say, not as I do" or you will be on notice.

### **Direct Deposit**

Here is another cute little item. The

Company now thinks that they can implement this by agreeing to the discussions from the Union during 1996 negotiations. The Employment Standards Act (ESA) states the following: The employer can choose the day the workers are to be paid and they

must be paid by cash or cheque at their place of work. Payment may be made outside the workplace via direct deposit **Only** if the employee or their union agree. If a Union represents you, they have to handle the complaint on your behalf. This has been done and the Company tells me that no one from the Union has agreed to this practice. I am not on direct deposit, and I am also

on record as not going on unless I choose to do so on my own, as the parties agreed to long ago. They might starve me out but it will be a long battle.

Remember the "Plan to Win" with the "Employee Enthusiasm," well the next time you see this boss, ask him where the hell you fit in. Until next time... ♣

# CAW Local 222 Financial Report

*Covering the Month of July, 1998*

|                      |               |
|----------------------|---------------|
| Total Receipts ..... | \$ 864,693.51 |
| Total Expense .....  | 854,012.05    |
| Surplus .....        | \$ 10,681.46  |

## CAW Local 222 Balance Sheet As At 7/31/98

### ASSETS

#### CURRENT ASSETS

|                                   |                          |
|-----------------------------------|--------------------------|
| Cash .....                        | 83,517.95                |
| Bank .....                        | <u>144,529.27</u>        |
| Total Bank .....                  | 144,529.27               |
| Deposit - AWCU .....              | 37,647.05                |
| Accounts Receivable .....         | 412.50                   |
| Mortgage Receivable .....         | 110,264.33               |
| Dominion of Canada Bonds .....    | 12,000.00                |
| Short Term Investments .....      | <u>17,750.22</u>         |
| <b>TOTAL CURRENT ASSETS .....</b> | <b><u>406,121.32</u></b> |

#### Fixed Assets

|                                  |                            |
|----------------------------------|----------------------------|
| Land .....                       | 615,195.00                 |
| Buildings .....                  | 2,829,533.00               |
| Equipment .....                  | 86,022.02                  |
| <b>Total: Fixed Assets .....</b> | <b><u>3,530,750.02</u></b> |
| <b>TOTAL ASSETS .....</b>        | <b><u>3,936,871.34</u></b> |

### LIABILITIES

#### CURRENT LIABILITIES

|                                        |                            |
|----------------------------------------|----------------------------|
| Accrued Liabilities .....              | 1,462,324.38               |
| Current Portion of Loan CAW .....      | 480,000.00                 |
| UI Payable .....                       | 959.56                     |
| UI Payable - Lost Time .....           | 719.63                     |
| CPP Payable .....                      | 770.92                     |
| CPP Payable - Lost Time .....          | 568.64                     |
| Income Tax Payable .....               | 6,590.25                   |
| Income Tax Payable - Lost Time .....   | <u>3,304.43</u>            |
| Receiver General Payable .....         | 12,913.43                  |
| EHT Payable .....                      | 5,799.08                   |
| Union Dues Payable .....               | 3,065.00                   |
| AWCU .....                             | -1,237.78                  |
| Charitable Deductions .....            | 2,499.31                   |
| Loan from CAW National (Strike) .....  | 580,000.00                 |
| Due Re: Duplate Council Fund .....     | 500.00                     |
| Retired Members Fund .....             | <u>10,368.83</u>           |
| <b>TOTAL CURRENT LIABILITIES .....</b> | <b><u>2,556,232.25</u></b> |

|                                |                            |
|--------------------------------|----------------------------|
| <b>TOTAL LIABILITIES .....</b> | <b><u>2,556,232.25</u></b> |
|--------------------------------|----------------------------|

### EQUITY

#### NET ASSETS

|                               |                            |
|-------------------------------|----------------------------|
| Prior Years Adjustments ..... | -1,122,678.72              |
| Net Assets .....              | 3,091,012.61               |
| Surplus .....                 | <u>-587,694.80</u>         |
| <b>TOTAL NET ASSETS .....</b> | <b><u>1,380,639.09</u></b> |

|                           |                            |
|---------------------------|----------------------------|
| <b>TOTAL EQUITY .....</b> | <b><u>1,380,639.09</u></b> |
|---------------------------|----------------------------|

|                                     |                            |
|-------------------------------------|----------------------------|
| <b>LIABILITIES AND EQUITY .....</b> | <b><u>3,936,871.34</u></b> |
|-------------------------------------|----------------------------|



## CAW Local 222 Income Statement 7/1/98 to 7/31/98

### REVENUE

#### INCOME

|                                  |               |
|----------------------------------|---------------|
| Membership Dues .....            | 660,800.86    |
| Initiations .....                | 10.00         |
| Oshawa Area Skilled Trades ..... | 55.50         |
| S.U.B. Receipts .....            | 191,283.51    |
| Hall Maintenance .....           | 2,533.25      |
| Staff Wage Recoveries .....      | 1,649.40      |
| Miscellaneous Collections .....  | 68.00         |
| Oshaworker .....                 | 1,231.25      |
| Rent .....                       | 6,125.00      |
| Soft Drinks and Vending .....    | 218.75        |
| Telephone Income .....           | <u>717.99</u> |

|                            |                          |
|----------------------------|--------------------------|
| <b>TOTAL REVENUE .....</b> | <b><u>864,693.51</u></b> |
|----------------------------|--------------------------|

|                            |                          |
|----------------------------|--------------------------|
| <b>TOTAL REVENUE .....</b> | <b><u>864,693.51</u></b> |
|----------------------------|--------------------------|

### EXPENSE

#### OFFICE AND BUILDING

|                                           |                          |
|-------------------------------------------|--------------------------|
| Employee Salaries .....                   | 72,509.26                |
| UI Expense .....                          | 3,425.36                 |
| CPP Expense .....                         | 2,170.82                 |
| EHT Expense .....                         | 2,173.66                 |
| Other Benefits .....                      | <u>43,738.62</u>         |
| Employee Benefits and Insurance .....     | 51,508.46                |
| Hall Expenses .....                       | 3,305.25                 |
| Miscellaneous purchases .....             | 681.36                   |
| Building Maintenance .....                | 10,826.10                |
| Soft drinks and vending .....             | 4,776.48                 |
| Telephone .....                           | 8,395.24                 |
| Office Supplies and General Expense ..... | 34,896.87                |
| Officers Expense .....                    | 1,531.70                 |
| Professional .....                        | <u>4,618.02</u>          |
| <b>Total Office and Building .....</b>    | <b><u>193,048.74</u></b> |

#### ORGANIZATIONAL

|                                           |                          |
|-------------------------------------------|--------------------------|
| Per Capita - Ont. Fed. of Labour .....    | 10,172.49                |
| Per Capita - Durham Labour Council .....  | 1,053.39                 |
| Per Capita - Northumberland Council ..... | 40.35                    |
| Per Capita - GM Intra Corp Council .....  | 1,259.68                 |
| Per Capita - CAW Assessment .....         | 485,689.09               |
| Per Capita - CAW Council .....            | <u>8,520.84</u>          |
| Total Per Capita .....                    | 506,735.84               |
| Lost Time: Wages and Benefits .....       | 40,359.78                |
| Lost Time Expenses M&E&H .....            | 11,890.22                |
| Lost Time Expenses - Hotels .....         | <u>2,703.14</u>          |
| Lost Time Expenses .....                  | 14,593.36                |
| Misc. Election Costs .....                | 29,612.25                |
| Education .....                           | 5,988.37                 |
| Investors Grp Trust-Staff Pensions .....  | 20,756.16                |
| Total Oshaworker .....                    | 0.00                     |
| Picnic .....                              | 34,974.62                |
| Publicity .....                           | 648.42                   |
| Recreation .....                          | 150.00                   |
| Welfare and donations .....               | 7,075.00                 |
| Skilled Trades .....                      | 69.51                    |
| <b>Total Organizational .....</b>         | <b><u>660,963.31</u></b> |
| <b>TOTAL EXPENSE .....</b>                | <b><u>854,012.05</u></b> |
| <b>NET INCOME .....</b>                   | <b><u>10,681.46</u></b>  |

# Our Focus Is On Securing A Future For Our Plant

By Wayne Murphy,  
Peregrine Plant Chairperson and  
First Vice-President

**W**E WANT TO WELCOME EVERYONE BACK FROM their summer vacation period and I am sure you enjoyed the time with your families. This year the layoffs, as a result of the strike in the U.S., extended the time off in most cases longer than anyone expected or wanted. The committeeperson will work with you on any EI or SUB problem you may have come across. In most areas there is a considerable amount of overtime, which will help because of the extended layoff.

## Jay Alix Turnaround Strategy

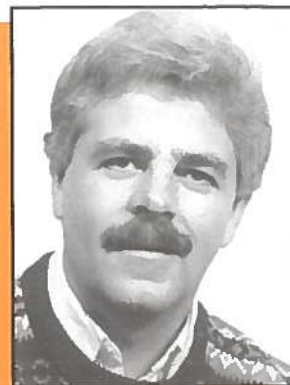
In late June, Jay Alix and Associates outlined their turnaround strategy. Their decisions were to close the Peregrine, Flint and Livonia operations, sell the Windsor Trim operation and keep the MSI operation in Michigan and our Oshawa operation open. The decision to keep our operation open and running did not include the Forming Technologies (Die Build business). This is definitely a large blow to our skilled trades. We have had countless meetings on the issue and repercussions of their decisions. It not only affects us but the skilled trades within GM. Further meetings have been scheduled to continue the reciprocal flow discussions with Peregrine and GM and the strong possibility of new work coming in to the plant to offset the numbers involved. We will keep you updated, as information becomes available.

## Benefits for New Employees

A large number of new employees have or will acquire a year's seniority in the near future. This is a duplication of your benefits, entitlements:

- **Dental** — commencing the first day of the 13th month
- **Vision** — commencing the first day of the 13th month
- **Hearing** — commencing the first day of the 13th month

## First Vice-President's REPORT



- **Legal Services** — commencing the first day of the 13th month
- **Drug Plan** — commencing the first day of the fourth month
- **Statutory Holidays** — commencing after 90 days seniority
- **Christmas Vacation** — commencing after 90 days seniority
- **Bereavement** — commencing after 90 days seniority
- **PAA** — commencing after one year as of June 30
- **SPA weeks** — commencing after one year seniority as of each SPA eligibility schedule date — August 3, 1998 and February 15, 1999
- **Pay Rate** — 85 percent of classification up to nine months  
— 92.5 percent of classification working up to 18 months  
— 100 percent, full rate after 18 months

There has been a lot of effort put into helping people and their right to return to General Motors. However, we want to reassure everyone just as much effort, on a daily basis, is put into securing the work we have and adding new additional work for our plant. Our focus has been and will continue to be in securing a future for our plant. We will continue to look at all the issues realistically and responsibly.

Don't hesitate to page me if you have any concerns. Pager number 440-3343. 🍁

**THE OSHAWORKER**

## CAW Local 222 Executive Board

|                              |                                                 |
|------------------------------|-------------------------------------------------|
| <b>President</b>             | — Mike Shields                                  |
| <b>Secretary-Treasurer</b>   | — Dave Broadbent                                |
| <b>First Vice President</b>  | — Wayne Murphy                                  |
| <b>Second Vice President</b> | — Orville Faught                                |
| <b>Recording Secretary</b>   | — Dean Lindsay                                  |
| <b>Sergeant-At-Arms</b>      | — Charlie Peel                                  |
| <b>Trustees</b>              | — Al O'Neill<br>— Dave Murphy<br>— Doug Sanders |
| <b>Guide</b>                 | — Jerry Smith                                   |

### Board Members At Large

Ken Hamer (PPG)  
Shane Luxton (Lear Corporation)  
Russ Martin (A.G. Simpson)

### Female Board Member At Large

Diane Cunningham

### Retirees' Representative

— John Sinclair

### Editor

### Editorial Board

Mike Shields  
Dave Broadbent  
Dean Lindsay

CAW  TCA  
CANADA

UAW  APSL

CANADIAN ASSOCIATION  
**CALM**  
OF LABOUR MEDIA



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To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Local 222. Unsigned material will not be printed. **The Oshaworker** reserves the right to edit material submitted.

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# Some Things Never Seem To Change

By Russ Martin, Plant Chairperson

**S**OME THINGS NEVER SEEM TO change, or is it that at A.G. Simpson change is so slow that we have trouble viewing it? My last article in the *Oshaworker* had listed five items of concern; GMT800, vacation scheduling, Aetna, games-playing due to contract year and upcoming negotiations.

The latter issue has solved itself by the ratification of the new Collective Agreement. The agreement was ratified by an 84 per cent vote. In the three rounds of bargaining that I have been a part to, this was the toughest round. The Company saw the Union walk away from the table on Day One, due to the Company tabling many concessions. After a few days away from the table the Company moved on the key issues, and we resumed bargaining at a very slow pace.

The Company held that changes had to be there for them to continue operations and they held tight regarding changes till the very end. Both sides were pressured by the launch and importance of the GMT800 program. In Oshawa during table talks the Plant lost one set of the GMT800 dies, an estimated 33 per cent business.

In the end some modest gains were made but the Company concessions were dropped. The Pension Agreement bargained in '95 was a six-year agreement, and therefore was not touched. A grievance launched in the Cambridge Plant with regards to pension credits was resolved at the table. The issue was, can pension credits accrue while in receipt of S&A benefits? The '95 Committee believed they had attained this but the

language was silent. The resolve in the end was that pension credits can be accrued while in receipt of sickness and accident benefits and also one year of long-term benefits.

The remaining four concerns written in my last article are still concerns.

The 800 program is still being very closely watched and a run rate was set for August 26th. The bumper was running very well just prior to writing this article, but the draw die with a recent problem had caused some untimely down time.

This year's vacation scheduling is frustrating. My last issue wrote that this issue should get resolved, but then again we aren't dealing with a Company with their ears open. At local bargaining long discussions on the issue created some new language and yet as of August 10, some summer requests are still not returned with answers.

Aetna, what can I add here, still long delays and the Union cannot wait to see the carrier position put up for bidding as bargained. The Union will be a part of the process and Green Shield will be one of the bidders.

Finally, gamesplaying by the Company during a Contract year. The only change here is that the Company was playing games prior to the bargaining process and now they are flexing after the process. Either way things are the same, and what puzzles the Union is the timing. August 26th is a very key day and the Company would prefer to piss us off instead of asking for the needed assistance in getting this launch off and running.

Management are trying to make changes overnight even though at the

A.G. Simpson  
**R** Plant  
Chairperson's  
**REPORT**



table discussions we held that deep rooted history cannot be so quickly changed. Methods involving personnel skills just aren't top qualities of the present Plant Manager. He prefers to personally motivate the workers and we all know that motivation is not one of his top qualities.

Recent incidents involving our plants leader witnessed by all including management themselves, leaves us all pondering when will someone notice "his way" is simply put, "not going to work."

August 10 a meeting was set in Scarborough between the top brass management and the Union's National Representative, Cambridge Chairperson and myself. The meeting is about Labour Relations and listening to a presentation by a specialist in Workplace Relations.

The CAW gave the Company his name earlier in the year and many Companies have prospered from the change which comes out of the process. The process is called RBO or Relationships By Objectives. Molson's Brewery had great success from this and we are hoping so can A.G. if utilized.

Elections are upon us and we have tentatively set them for early September. If the election committee can accommodate our proposed dates we should be looking at September 9th to open nominations. The elections will be for Chair and Committee and all stewards, also the Health and Safety Committee and Employment Equity positions. Good luck to all running. 🍁

## PROBLEMS?

### Alcohol and/or Drugs - CAW-GM Substance Abuse Program

For Help, Information, Etc. - Confidential CAW Reps

Lorne Hurren:  
579-5497/In-Plant 644-3723  
Truck Plant Medical Centre:  
644-7080

North Plant Medical Centre:  
644-5146  
South Plant Medical Centre:  
644-6093

Larry Kirtley  
905-579-3445 or 644-3724  
Matt Ryan  
433-7679/In-Plant 644-5967

Peregrine - Rick Mitchell: Pager 440-3356

# Grievances Still Being Filed

By Tim Thompson,  
Chairperson, Trentway Wagar-Whitby Transit Unit

Trentway Wagar-Whitby  
Transit Unit  
Chairperson's  
**R** **REPORT**

**I** HOPE EVERYONE HAD A SAFE ENJOYABLE SUMMER. I know it was a long and drawn out battle between the UAW and General Motors in Flint, Michigan. Again General Motors was showing its arrogance by keeping our Brothers and Sisters on the picket line, people who only want to protect their jobs from outsourcing to non-Union plants and provide a standard of living we all have come to know and expect.

This arrogance also caused undue hardships for all our Brothers and Sisters who work for General Motors and all the feeder plants in North America. The media reported how well off the General Motors employees were with their SUB benefits and EI supplement, but failed to report that not all Feeder Plants receive SUB and without Buddy Chrétien's changes to EI they would see little if any EI Benefits. But we survived, and arrogant General Motors lost a billion dollars. So let's move on to the next battle they'll provide us with.

Our Trentway Wagar Whitby Transit Unit has settled into our new Collective Agreement.

We're still averaging between six to ten grievances a week because management fails to practice what they preach on establishing a harmonized workplace and dealing with problems before they become bigger problems. The President of the Company assured the Committee things would be different and dealt with quickly, but his words and \$1.35 will get you a large coffee at Tim Hortons. At least we have the language in place to keep them toeing the line.

In closing, I look forward to getting together with the other Unit Chairs and Mike Shields for our monthly meetings to discuss and try to resolve issues we're all having.

Until next time, "Keep Fighting Back !!" 🍁

# Exercise Your Vacation Rights

By Shane Luxton, Chairperson, Lear Unit

Lear Unit  
Chairperson's  
**R** **REPORT**

**F**IRST AND FOREMOST I WOULD like to greet everyone back from a long hot, hopefully safe summer.

The first issue on everyone's mind is EI allocating vacation throughout the summer, disintitling members of EI benefits. It's imperative members exercise their right, which was negotiated last contract, to book all the vacation weeks they are entitled to and allocate their vacation pay to those weeks.

All additional paid vacation time should be used up. While only 20 of the 40 hours is mandatory, those with leftover hours this summer were also disintitled by EI. Bottom line is book your paid vacations and take them.

Everyone heard upper management's heart-warming plea to work together as a "team" upon our return. This is the same management that while 500 members were laid off, attempted to have EI deny all members any EI benefits or waiting time in June before we even received our vacation pay; refused to settle a single grievance when our members needed it most; laid off all maintenance staff while the plant was in shambles; and laid off all high-mid-seniority workers (the members who ensure our next year's model and have absolutely nothing to do with either Buick or Chevy) jeopardizing next year's model build.

What was most appalling was when the Company informed the Union that in order

to cut back on payroll hours the membership must be sacrificed. All SUB cheques would be delayed at least a week, if not longer. After a highly charged argument over the insulting manner in which the Company was treating the members, the Company responded with the notion that to save money they would also cease courier services, delaying all S&A cheques. When the Union demanded there be restitution, Management responded by threatening to throw out any Union representation including benefits representatives. This would screw 500 members' EI, SUB and S&A claims. The Company stated any members with SUB or EI problems could go to the Union Hall and join the line with 15,000 other members. The Hall was infuriated. Lear has an elected, negotiated benefits rep.

The Company attempted to screw 500 members while they were down and out on layoff. Ninety-nine per cent of all Union members were laid off while upper management scrambled to find work for "their" side. As Butch stated, "You don't understand how serious this is, we might even have to lay off a member of management!"

While upper management preaches teamwork, their true colours shone through, "screw the Union members and take care of their own."

When the U.S. strike continued, upper management even screwed their own, forcing all management to take their vacations, deny-

ing them EI benefits. Upper management screwed everyone, just ask them. Upper management has many rungs to step on moving up the Corporate Ladder. It's nice to see they are using their own supervisors' and office staff to polish the soles of their feet. We now have three parties in Lear. Upper management, lower management and members. As icing on the cake the Company decided to play musical chairs with many members' jobs. The frontlines have been turned into a joke, just like upper management.

The next time a member of upper management stands up and talks about working together they really mean "fix our screwups!" As for eliminating jobs in case we get new business, as Bud said, "Build it and they will come." Exactly! Field of Dreams! We've heard it before. Note to Management: First we get the jobs, then we discuss manpower. The next time anyone suggests teamwork or favours, remember who shafted you while you were laid off. As has been previously stated, the Company expects you to bend over backwards while you are at work while they will bend you over the other way any chance they get.

If Tim, Butch, Bud and Keith want favours, someone should remind them smoking that stuff is illegal.

We'll remember favours in December 1999. 🍁

# Not All Physio Clinics Covered By OHIP

By Ken Hamer, PPG-Duplate Plant Chairperson

**F**IRST OF ALL I WOULD LIKE TO welcome everyone back from a safe and happy holiday.

It has been quite hectic in the Union Office over the last few months due to layoffs, vacations, problems with EI and S&A. Hopefully the problems concerning the above are completely resolved by the time you receive this issue.

There have been numerous calls regarding the coverage of physiotherapy. Some clinics are covered under OHIP while others are **Not**; so be sure to ask before making an appointment. In regards to your benefits, they **Do Not** cover physiotherapy treatments at all.

Should you have any further questions call my office at extension 296.

A reminder, the Retirees Chapter is meeting once again commencing on September 14th, at Connaught Park Clubhouse from 9:00 a.m. to noon, every second Monday of the month.

## Zone 1 - By Ron Pavlisko

Hi, Brothers and Sisters it's been a good summer break I hope for you too. I take it most of us have had our holidays this year and for those who have some time left, enjoy.

A few things have been happening in the plant of late. Some good things and some bad. More and more people have been coming back to work. With the arrival of people back in the plant, people seem to be happy to be back to a certain extent, taking the weather into consideration.

A few events have happened since the last issue. One of our brothers was treated unacceptably by management. Our brother was given a three-day suspension for abusing a "Company Chair" and use of profanity toward a supervisor. The three day suspension was unjust and unfair and this individual was given two days' back pay with full redress. Thank God for that or we would have been in a bad predicament. Automation has unfortunately eliminated more jobs in the plant. Three of our glass fabricators will look for a different station in the plant and three others may be out the door, "Automation strikes again."

On a good note General Motors is back to work and things are starting to look up again. Lines are running at almost full speed and brothers (and sisters) are coming back to work weekly. Hopefully all our

brothers and sisters will be back soon. Until the next issue.

## Zone 2 - By Tony Moffat

Summer is winding down again, I hope everyone had a safe and enjoyable summer, the weather sure did co-operate this year.

Some changes are coming in the near future, especially now that 1999 is a contract year and you can be sure the Company is going to tighten the noose.

We were informed by the company in mid-August that there is a new time card system coming in. It will be the card swipe system similar to the one used by other factories in the area, including GM. There was no definite date given for installation but it is coming soon. The company has also stated that they need to clamp down on PPE, so watch yourselves

Lately it seems that supervisors and technicians are doing more and more hourly work. When you see them doing something you feel is not their work, question them about it and inform your committee person so a grievance can be filed.

Hopefully everyone is happy to be back to work now that the GM strike in the States is over. There will probably be overtime available soon.

## Zone 3 - By Deb Weatherby

I also would like to welcome the people back, and hope everyone had a safe and happy (extended in some cases) holiday.

As of this writing we have eight people off on lay-off, hoping to see them back soon. The production of Toyota rears has gone to Kitchener already and the fronts are soon to follow. Having the assembly closer to the Toyota Plant is the company's reasoning. Lower hourly wages for the workers wouldn't be the main reason would it?

Human Resource continues to excel in the speed and efficiency of our Special and regular SUB (yeah right!). It seems they have a longer waiting time than EI but with EI changing the format of their card system, it may not be all their fault. Verification of waiting time etc. may cause delays so contact the union office if you are having any problems.

In conclusion, keep account of all EI Stubs, photocopying wouldn't hurt as it may save time and effort.

Until next issue **For God's Sake, Be Careful!**

PPG-Duplate  
**R** Plant  
Chairperson's  
**REPORT**

## Skilled Trades Report, Zone 4 - By Josh Haunsberger

Hopefully everyone has enjoyed a great summer. All the best to you and your families. On the work front, at the time of this report, things have been going along quite steadily. The work on 7 cold is almost complete, and the upgrading, maintenance work on 7 hot is near completion. Much of the work, along with some small jobs on 9 hot evaded any layoffs among the trades. The electricians have seen most of the overtime, I know this is a tough time of year to be asking people for 12 hour shifts and weekends but you guys came through and made my job a lot easier.

Over the next few months, production will definitely be on the increase and with our contract negotiation will come a demand for overtime in our plant. Most people are getting their holidays in during the summer months and the company is being fairly good at accommodating everyone

At this time I would like to welcome back Chris Malm, who was off sick over the past two years. As well all the best to Bill Graham, who I will be keeping in contact with and fighting for his return,

The upcoming months will be challenging and I am sure that my usual fight with my old nemesis, outsourcing and outside contractors will be alive and healthy. Hope everyone is preparing for contract in April. 🍁

## **NOTICE** **HOSPITALIZED** **OR SICK?**

For visiting purposes only at  
Oshawa General Hospital  
please come in person or call:

Phone 723-1187 (CAW Hall)  
or 728-8600  
(Retirees' Centre).

This applies to both  
active and retired members  
of Local 222.

Local 222 CAW  
Retired Workers Centre.

# To All Our Volunteers: "Thank You"

By Jackie Finn,  
CAW Family Auxiliary #27 President

**B**Y THE TIME YOU READ THIS COLUMN SUMMER WILL be a thing of the past, but I believe everyone will agree with me that this summer was certainly a great one where the weather was concerned.

It certainly was an honour for our Auxiliary to have played a part, once again in planning the retirees' and local's picnic.

I want to thank all the Sisters who volunteered their time at the retirees and local's picnic.

Auxiliary #27 money — Doll draw was a great success, we sold all 10,000 tickets and thanks to all the hard work put into its success by Sister Helen Rotterman, ticket convenor.

At the retirees' picnic Sisters Lynn Rak, Abby Kiberd, Fannie Estabrooks and Betty Rutherford sold almost 2,000 of the doll tickets.

Winner of the money doll draw was Greta Hope of 67 Elizabeth Cres., Whitby, ticket #3233.

Sister Ilene Watts, past president installed the executive to their respective offices at our June 2nd meeting. We all enjoyed a very delicious pot-luck dinner and had 50 members out.

Sisters who volunteered for the following committees:

- **Social Committee** — Joan Cannons, Loretta Stumpf, Heather Kiberd, Marilyn Smith, Debbie Waller.
- **Entertainment Committee** — Phyllis Clarke, Joyce Wilds, Dorothy McEachern, Donna Crowley.
- **Sunshine Fund** — Phyllis Clarke
- **Sunshine Fund Silver Collection** — Joyce Wilde
- **New Horizons** — Vi Coolidge
- **Tuckshop** — Alice Boneham
- **Press** — Jackie Finn

Sisters elected to go to the annual conference in Port Elgin were Sisters Jackie Finn, Marion Taylor, Alice Boneham, Vi Coolidge, Betty Clark, Phyllis Clarke, Lynn Rak, Lynn Ross,

## CAW Family Auxiliary #27 REPORT



Heather Kiberd, Ilene Watts, Lynn Gowans, Marilyn Smith, Stella McKinley, Dorothy Brown, Claire Lucien, Phyllis Munroe, Jean Hoar, Dorothy McEachern.

Congratulations to the following:

*Continued on page eleven*



*The 1998 CAW Auxiliary #27 Executive: (front row, from left) Phyllis Clarke, Vice President; Jackie Finn, President; Phyllis Munroe, Recording Secretary; Lynn Rak, Treasurer; (back row, from left) Marilyn Smith, Membership Secretary; Barb Smith, Kitchen Convenor; Marg Fitchett, Helen Rotterman, Jean Hoar, Trustees; (absent) Dorothy McEachern, Sgt. At Arms; and Joan Camons, Guide.*

## Keeping the Pace

By Dave Broadbent

**I**'M SURE THAT MANY OF YOU know that I have been a member of the Oshawa General Hospital Foundation's Keeping the Pace Campaign Cabinet which is raising \$2.3 million over two years to bring Advance Cardiac Care Equipment to Oshawa General Hospital, or, as it is now called, Lakeridge Health Oshawa.

Every year the medical and nursing staff at the Hospital submit a list of their high priority equipment needs to the Foundation. For the last two years the most urgently needed items have been advanced cardiac care equipment. Why is the need so urgent? It's actually quite easy to understand.

Heart disease remains Canada's #1 killer. Every year it claims 30,000 lives in Ontario alone. That amounts to the com-

bined populations of Bowmanville and Newcastle. Last year, 1,900 men, women and children came to Lakeridge Health Oshawa (formerly called Oshawa General Hospital) from all across Durham Region for cardiac care. Some of these patients had to have testing, procedures and surgery done in Toronto. This usually means waiting lists, and, for some, the wait is too long. It should never be too late.

As Durham Region's population continues to increase — and age — the numbers of people needing advanced cardiac care will also increase. It is very important that we ensure that the people of our community and Region have Advanced Cardiac Care Equipment available to them in a timely manner and closer to their homes and the support of their families.

Because of the increased demands on my time from other commitments, I am not able to give my Keeping the Pace fundraising activities the attention they deserve. So, it is with regret that I am resigning from this post.

I want to extend my very best wishes to everyone at the Oshawa General Hospital Foundation and to the Keeping the Pace Advanced Cardiac Care Equipment Campaign Team my very best wishes for success.

I encourage my Brothers and Sisters to give your financial support to this very worthy cause, and help to bring Advanced Cardiac Care Equipment to Lakeridge health Oshawa for our families and neighbours here in Oshawa and Durham Region. 🍁

# 60 Year Celebration Was A Great Success

By Roy J. Fleming

**T**HE WINNER OF THE URGC motor, boat and trailer, a matched set was Glen Peel of Oshawa, a worker from the truck line; a worthy winner who loves to fish and boat in the local lakes. I know you did not win but you may be a winner next time. Jim Barnard, our membership chairman would like to thank all the members who purchased a \$2.00 membership card in the URGC and especially the hard workers who sold the tickets throughout the plants. We as a conservation club



*Winner of the 60th Anniversary Boat, Motor and Trailer Glen Peel and Mrs. Peel were presented with the prize by Jim "Barney" Barnard.*

receive no subsidy and your \$2.00 membership card pays all the expenses throughout the year, making it possible to carry on another year.

The Weed Drag last May was another success thanks to Earl Whitaker and his hard-working committee. There were more kids, who had an excellent time, as did I. My partner Tom boated a pickeral, but I was along for the beautiful ride with Tom's new 9.9 Johnson motor from Boatland Canada. There were no tackle busters, but most fishermen caught fish, and some fishermen caught those muskies before the season, when they are unusually aggressive. Muskies strike all shapes and sizes of baits, even dew worms. The weeds were tolerable. If I make a mistake please forgive me because May is well past. I think the winner was Dave Giddings, and he took home an excellent rod and reel. If you missed this do, there will be another one next year.

I do not make honest mistakes, like saying there are no cranes in this area lake system or marshes, but there are now a few sandhill cranes along the shores of Lake Scugog. These cranes were brought to our area as an experiment like the geese that followed the Ultralite Aircraft to the wintering grounds of the USA. It was a great success. These cranes, that were plentiful years ago in southern Ontario, vanished as the wetlands were destroyed. I have seen large flocks of sandhill cranes when bird hunting on the great plains of western Canada. These birds are too tame and I am afraid some

## Union Rod & Gun Club REPORT



predator, man or wild beast, will make a short life for these cranes. They stand almost four feet high, very long legs and a larger wingspread than most birds. They are brown in color with a distinct red spot on their head. These cranes feed in the marshes for grubs and frogs. One of the features of these birds is their long beak which they prod into the soft mud. This bill, being long, has a sifter that allows the bird to keep the food and pass the waste out the holes of each side of the bill, about a quarter of an inch from the tip. The mud comes in, and like an efficient piece of machinery, gets rid of anything it cannot eat. If you are out to the northern end of Scugog Island, at the loading ramp, you will see one of these magnificent birds wandering about looking for extra dew worms that you have left behind.

The part I fear, these birds could pick up a dew worm with a hook and line embedded. These large birds are very tame, you can almost pet them. If you see them and some person or persons with a dog are bothersome, give the people the boot, and not the birds. This one sandhill is so tame, it rode with us in the boat for a couple of hours peeking into our lunch pails, so why drive to the sub-arctic to see them when they are on the shores of Lake Scugog. As for fishing, we had too many laughs with this bird to really get serious about catching fish — there will be another day.

Our 60 year celebration as a conservation club, held at the Newcastle property was a great success thanks to the people who did all the work. The visitors were amazed at the fine facilities and the beautiful property. The wildflowers and plants were at their full bloom. The wild lemon-lily, a beautiful yellow, stood out among the Queen Ann's lace of white. The thimbleberries of mauve were in full bloom. The wild grapes and the hawthorn bushes, plus the clumps of elderberries, blended with the many white cedar trees to make a beautiful view. See you at the next 60 year celebration. There were many old

*Continued on page twelve*

## To All Our Volunteers: "Thank You"

### CAW Family Auxiliary #27 Report — Continued from page 10

Sister Hill and Brother Gerry on their 45th wedding anniversary.  
Sister Marg Fitchert and Brother Harry on their 45th wedding anniversary.  
Sister Barb Smith and Brother Ted on their 40th wedding anniversary.  
Happy 75th birthday to Sister Dorothy McEachern on July 29th.  
50/50 winners were Sisters Jackie Finn and Jean Hoar.

### Donations

Durham Regional Police Services \$100  
YMCA \$100  
Sunrise Youth Group re: barbecue fund raiser held at the Auto Workers Community Credit Union \$200  
New Horizon summer treats \$300.  
Our next business meeting will be Tuesday, Sept. 15th. See you then. 🍁

# 60 Year Celebration A Great Success

**Union Rod & Gun Club Report — Continued from page 11**

photos of fishing trips, executive members, and present workers. The visitors did not envy them as the roasted pig was served with salads and lots of cakes. I know I gained a few pounds.

This was a summer season of trap shooting one day after another. The Club Championship shoot with Dean Anderson and his committee had everything in good working order.

## A Class

- |                   |    |
|-------------------|----|
| 1. Bing Crosby    | 48 |
| 2. Carl Pavlovich | 46 |
| 3. John Petrolito | 44 |

## B Class

- |                  |    |
|------------------|----|
| 1. Alan Johnson  | 40 |
| 2. Tom Holly     | 39 |
| 3. Bruce Johnson | 38 |

## C Class

- |                    |    |
|--------------------|----|
| 1. Sam Mastrangelo | 36 |
| 2. Don Martin      | 35 |
| 3. Harmut Sieffert | 32 |

## Longest consecutive run

- |             |    |
|-------------|----|
| Bing Crosby | 43 |
|-------------|----|

The double championship trap shoot that has not been shot for the last 30 years, was another great success thanks to Dean Anderson and his willing workers. The new double trap worked fine. The weather was hot and sticky, but everyone shot anyway.

## A Class

- |                   |    |      |
|-------------------|----|------|
| 1. Carl Pavlovich | 34 | (11) |
| 2. Dean Anderson  | 33 | (10) |
| 3. Todd Hovey     | 33 | (9)  |

## B Class

- |                   |    |     |
|-------------------|----|-----|
| 1. Jim Teixeira   | 30 | (7) |
| 2. David Pasnick  | 28 | (6) |
| 3. Harty Seiffert | 24 | (4) |



*Above, the 60th Anniversary salute is fired.*

*Right, the 60th Anniversary Commemorative plaque.*



## C Class

- |                |    |     |
|----------------|----|-----|
| 1. Tom Holly   | 21 | (2) |
| 2. Roy Fleming | 20 | (4) |
| 3. Doug Wade   | 17 | (2) |

## Longest run was Carl Pavlovick.

Trap shooting carries on until the weather chases us inside. The next big trap shoot is the Turkey Trap shoot on

Sunday, September 20th, a great way to win your dinner.

That sandhill crane will make it south. There are many trophies at the Newcastle property that have not been picked up. Hope you had a great summer, and don't forget that fish entry. 🍁

## We Shall Remember

| Name                | Date          | Status  |
|---------------------|---------------|---------|
| Roger Roach         | May 22, 1998  | Retired |
| Robert Ingram       | May 22, 1998  | Retired |
| Russell Lindsey     | May 23, 1998  | Retired |
| William B. Browning | May 24, 1998  | Retired |
| David S. Noakes     | May 21, 1998  | Retired |
| Jacob B. Dennis     | May 28, 1998  | Retired |
| Mike Redlarski      | June          | Active  |
| Robert James Hedge  | June 8, 1998  | Retired |
| Paul M. Shetler     | June 9, 1998  | Retired |
| Andrew Bobas        | June 11, 1998 | Retired |
| John Caruana        | June 10, 1998 | Retired |
| Russell S. Weller   | June 9, 1998  | Retired |
| Mark D. Collins     | May 11, 1998  | Active  |
| Samuel S. Collins   | May 31, 1998  | Retired |
| Harold F. Duff      | May 17, 1998  | Retired |
| Donald T. Kent      | May 21, 1998  | Retired |

| Name                  | Date          | Status          |
|-----------------------|---------------|-----------------|
| Dianne P. LeBlanc     | June 29, 1998 | Active          |
| Glen E. Faragher      | June 27, 1998 | Retired         |
| Maxwell L. Robertson  | June 27, 1998 | Retired         |
| Charles Nemeth        | June 27, 1998 | Retired         |
| Alex Peleshok         | June 28, 1998 | Retired         |
| G. E. Bridge          | June 26, 1998 | Retired         |
| Lorne A. Crawford     | June 28, 1998 | Retired         |
| Ernest H. Reid        | June 4, 1998  | Retired         |
| Jerry Prachun         | July 23, 1998 | Retired         |
| Stephen Bakay         | July 5, 1998  | Retired         |
| John B. Richmond      | Aug. 7, 1998  | Retired         |
| Armand Pigeon         | July 30, 1998 | Retired Duplate |
| Edgar A. Goulet       | July 1, 1998  | Retired Duplate |
| Raymond Freeland      | Aug. 3, 1998  | Retired         |
| Stanislaw Jermakowicz | Aug. 7, 1998  | Retired         |
| Martin Houston        | Aug. 9, 1998  | Active          |

# Thanks For Making Campaign A Success

By John Redko, Retirees' President, and  
Bill Stacey, Retirees' Publicity Chairperson

**F**OR ALL MEMBERS AND SPOUSES who are so helpful when we participate in "rallies" and "petition campaigns", the Organizing Committee "thanks you."

For the ones who say "why bother" or "it's a waste of time," we have one for you, namely the "Auto Tariff Campaign." It's a good feeling to have one under the belt.

Our Retirees Picnic was a huge success to say the least. The weather was great. May our retirees membership thank the following: CAW Local 222 membership for their continuing support; brothers Mike Shields and Dave Broadbent, for keeping their "speeches" short; the local recreation committee with our genial Master of Ceremonies brother Doug Crough; the Women's Committee for the work on registration; CAW Family Auxiliary for our repast. It was a delicious lunch, and I was given to understand, that some of our retirees were up for second and third helpings. Seems we don't get

fed at home. No need to say any more!

The 10th to 12th of August our delegates were in attendance at the "USCO" in Hamilton. September 6th to 11th is our annual Retirees Conference. We start with a "Labour Day" parade in Port Elgin and come home on the Friday. It's quite a week, guest speakers, resolutions and this is an election year. Should be interesting!

We will be commencing our fall programs, beginning in September. Our membership meetings are the first Monday of the month. Come out and participate.

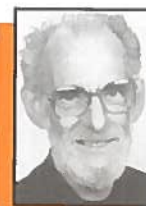
Friendly reminder: As a retiree chapter and local, we are participating in a continuous "Food Drive." The need is urgent. Any time you're on your way down, pick up a can or box of something, it will be greatly appreciated.

See you at the euchre.

P.S. Anyone in the hospital? Family or friend, call the hall at 728-8600.

With summer almost behind us, I hope

## CAW Local 222 Retirees' CORNER



you all had a wonderful time. Anyone wishing to participate in the October '98 Days of Action can leave their names on a list at the front desk or the retirees' hall.

We have all our dance dates for the year, with a list as follows;

October 16, 1998

November 13, 1998

December 18, 1998

January 15, 1999

February 12, 1999

March 19, 1999

April 16, 1999

For all you euchre fans, they will commence on September 15, 1998 at 1:00 o'clock. Hope to see all of you there. 🍁

### Following are the winners from the 1998 CAW Local 222 Retirees Picnic:

Draws: Jean Bennett, Jiggs Harlock, Ron Poole, Ken Danford, John Greenwood, Bob Cannons, E. Clouthier, Doug Reynolds, Stan Lucas; Jo Duffield, Corey VanDeVosbergen, P. Bienia, Betty Maguire, H. Knapp, Jim Koss, Gloria Smith, Donald Strong, John McFadden, Marion Malley, Pearl Godfrey, Bob Oates, Ken Living, Bill Howse, Marge Diskey, Ross Kerr, Marilyn Smith, Audrey Eyman, Tony Silius, S. Jermakowiaz, Anne Stezik, Emily Greenwood, Enid Tennant, Ernie

Cooke, Brando De Filippis, Mary Albers, Goldie Kilburn, Vera Logerman, Elsa Pogue, John Shriny, Brenda Michno, T. Hrubis, Tony Meringer, B. VanderHeyde, Edgar Millson, Frank Ungurain, Marion Rahm, Joseph Bartolo.

Candy Count (\$50) A. Vella;

Watermelon Draw (\$50), Jean Ashton, Art Hedge.

Credit Union 50/50 Draw, H. Dimpleby  
Credit Union, Art Field 🍁

## "Older Folks" Are Worth A Fortune!!!

**R**EMEMBER OLD FOLKS ARE worth a fortune, with silver in their hair, gold in their teeth, stones in their kidneys, lead in their teeth, and gas in their stomachs. Since I saw you last I have seen some changes in my life. In fact, I have become quite a frivolous old gal. I am seeing five gentlemen everyday. Soon as I wake up, (Will Power) gets me out of bed, then I go see (John), then (Charlie Horse) comes along and needs a lot of attention. When he leaves, (Arthur Ritis) shows up and stays most of the day. He doesn't like to stay in one place too long, so he takes me from (Joint to Joint). After such a busy day I'm so tired I'm just glad to go home and go to bed with (Ben Gay). What a life?

P.S. The preacher came to call the other day. He said at my age I should be thinking about the Here After. I told him I do all the time. No matter where I am, in the parlor, upstairs, in the kitchen or wherever, I ask (Myself), now what am I here after??? 🍁

## Why Oppose The MAI?

**W**E ARE STRONGLY OPPOSED TO the Multilateral Agreement on Investments because the MAI will:

- Allow transnational corporations to assume political rights. This means Canada can't apply for sanctions against a member country.
- Remove the federal and provincial government's power to enforce performance standards.
- Corporations are not obligated to

Canadian workers, consumers, community and the environment.

- Remove Canada's right to regulate foreign investment.
- Prevent countries from imposing economic sanctions like that in South Africa (to end apartheid).
- Ban Canada's cultural protections.
- Prevent Canada from requiring investors to create jobs locally.
- Free corporations from environmental protections. 🍁

# Ten Courses Being Offered

By Lynn Argue-Hogarth,  
Education Committee Chairperson

**W**E WOULD LIKE TO THANK all the people who participated in our course survey in June. Popular suggestions for courses revealed: CAW History, Changing Work Practices, CPR, First Aid, Health & Safety, all Steward Training courses, Stress in the Workplace, Employment Insurance, Union News, Family Law, Parenting Classes, Human Rights, Harassment in the Workplace, Effective Speaking, Election Committee Training, Employment Equity, Labour's Role in our Community.

We have decided to offer 10 courses and let the students pick which course they would prefer to attend. We will go with fewer courses depending on demand and space at the Hall.

1. Steward Training: Basics
2. CPR: taught by a qualified instructor
3. Budgeting: no money at the end of your paycheque? Need help?
4. Pre-Retirement: ongoing course for those planning on retiring, retired or planning for the future
5. Family Law: custody, access to children, support payments, the Divorce Act

6. Globalization: an introduction
  7. Job Rotation: pros and cons of work situation and work practices in the plant
  8. Employment Insurance: basics; rules, severance package, re-applying for EI when laid off and continuing EI cards
  9. Labour Law: Basics
  10. Human Rights: are you or your co-workers being harassed in the workplace, need to know your rights?
- Course dates have been tentatively set for October 21/October 28 and for November 18/November 25.

**R** Education  
Committee  
**REPORT**



Please be sure to indicate which course date you can attend. Please notify us if you can't attend three days before date of course. Congratulations to all the PEL graduates from the spring term!

Thanks from the Education Committee: Lynn Hogarth, Chairperson; Rick Reid, Vice-Chairperson; Craig Baumgartner, Recording Secretary; John Roberts, Rick Cleveland, Doug Sanders, Dean Avery. 🍁

## Course Application

|                                 |                                              |                                               |
|---------------------------------|----------------------------------------------|-----------------------------------------------|
| Course Date                     | <input type="checkbox"/> October 21/28, 1998 | <input type="checkbox"/> November 18/25, 1998 |
| Your Name _____                 |                                              |                                               |
| Address _____                   |                                              | Phone _____                                   |
| Name of Unit                    | Plant Name                                   | Your Area                                     |
|                                 |                                              | Shift # (if any)                              |
| 1st Choice                      | 2nd Choice                                   | 3rd Choice                                    |
| <b>NAME &amp; NO. OF COURSE</b> |                                              |                                               |

## 1998 Family Education Program

**I**N AN ATMOSPHERE OF ACCEPTANCE, tolerance and Solidarity our mosaic of cultures, personalities and views that help define us as Canadian Workers made Family Ed a truly enjoyable and memorable experience. We were always encouraged by very competent LUDLS such as Jerry Dias, Dawn Cartwright, Rick Lobzun and Paul Harrington to voice our opinions on a wide variety of issues in a way that made it apparent that each worker's struggle is all workers' struggle.

Through the Family Education Program the spouses of members are always treated as equals. My wife Valerie was able to learn of important issues and speak freely of her concerns in an environment that was neither intimidating nor judgmental.

Our two children, Jonathan and Richard, had a wonderful vacation with

this program, there was always something for everyone and no one was ever left out. The counsellors were excellent and we knew the kids were well cared for in a very healthy and happy environment. They made many good friends from all across Canada; from British Columbia to Newfoundland.

We had the pleasure of listening to a variety of guest speakers including Jackie Latter & Jim Winter (education); Denise Hampden (human rights); Carol Phillips (international issues); Karen Lowe (family violence); "Our Teen Group" (child labour); and Bob White (Canadian labour issues). We also had the pleasure of sharing a 'pop' or two with fellow Peregrine (Windsor) workers Joe & "Ziggy" along with Pat (GM Oshawa) and their families.

To help counter our expanding waistlines due to the fabulous food prepared

by the centre's staff; Jen Paterson our very competent Recreation Director provided us with an excellent voluntary program including all kinds of sports, dances, karaoke, campfires, horseback riding, etc. (especially an outstanding canoe trip, which I recommend to all future participants of Family Ed).

The resort grade facilities and pampering treatment my family and I received while at the centre did make this not only an informative experience but a truly excellent vacation that I would recommend to all fellow CAW members.

In Solidarity,  
**Richard Nowak**

PS. — On behalf of my entire family I would like to thank Wayne Murphy and the Local 222 Executive for affording us this opportunity of attending The Family Education Program 1998. 🍁



## Many Calls About Vacation Allocation

By Mike McPhee and Dave Murphy, SUB Representatives, and Terry Wilson, Alternate SUB Representative

**A**T THE TIME OF WRITING THIS ARTICLE ON AUGUST 14th we have been back from layoff for only two weeks and there have been 500 calls put in and anywhere from 50 to 80 adding in every day. We ask you to be patient. All calls will be answered. With 11,300 members to represent and only two SUB representatives it will take awhile for us to get caught up. We are very grateful for all the help we are receiving from the staff at the EI office in Oshawa, the Union Hall, the girls at the SUB office, elected Union reps and all members from Local 222 who are chipping in. Together we will get through our various problems.

The most frequent call that we are receiving is in respect to our vacation pay allocation. We decided to rerun part of our June article on vacation pay allocation and urge everyone to go over it a few times to get a better understanding on the biggest issue facing us today. When you look at the charts below remember every week of allocation has 40 hours of vacation pay in it with the remainder in the final week.

Here are some examples:

#1. Bill receives 120 hours of vacation pay in the amount of \$3,384.00 and has no IDVs in for the 1998 calendar year. Bill's allocation will be:

120 hours = \$3,384.19 divided by 40 hours = 3 weeks of allocation in the amount of \$1,128.00 a week. In this example Bill would have 3 weeks of disentanglement to SUB and EI benefits in the event Bill was laid off from June 28th to July 18th.

#2. Mary receives 204 hours of vacation pay in the amount of \$4,979.60 and has an IDV for one week when she took a vacation on the March break. In Mary's example she has 5 weeks of allocation in the amount of \$976.40 a week with the remainder of 4 hours in the amount of \$97.60 in the 5th week. In the event Mary was laid off she would be disentitled to SUB and EI benefits from June 28th to July 25th and the one week in March with the remaining 4 hours in the amount of \$97.60 reducing her SUB and EI benefit in the week of June 26th to August 1st.

#3. Steve receives 172 hours of vacation pay in the amount of \$4,170.03 and has no IDVs in for the 1998 calendar year. Steve will have 4 weeks of allocation with the remaining 12 hours of allocation in week #5. Week #1 \$969.60. Week #2 \$969.60. Week #3 \$969.60. Week #4 \$969.60. The remaining 12 hours in the amount of \$291.63 in week #5. In Steve's situation if laid off he would be disentitled for SUB and EI benefits from June 28th to July 25th with the remaining 12 hours in the amount of \$291.63 reducing his SUB and EI in the week of July 26th to August 1st.

Note: To have vacation money moved to a week in which you were on or going on vacation you must have put an IDV in through your Supervisor. Also if you put in an IDV in for vacation and you cancel your vacation, the vacation money that has been allocated in respect to your IDV will revert back to the vacation pay allocation resulting in most cases a SUB and EI overpayment.

### VACATION ALLOCATION

#### June 1998

| S  | M  | T  | W | T | F | S | Allocation Weeks |
|----|----|----|---|---|---|---|------------------|
| 28 | 29 | 30 |   |   |   |   | Allocation 1     |

#### July 1998

|    |    |    |    |    |    |    |              |
|----|----|----|----|----|----|----|--------------|
|    |    |    | 1  | 2  | 3  | 4  | Allocation 1 |
| 5  | 6  | 7  | 8  | 9  | 10 | 11 | Allocation 2 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 | Allocation 3 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 | Allocation 4 |
| 26 | 27 | 28 | 29 | 30 | 31 |    | Allocation 5 |

#### August 1998

|    |    |    |    |    |    |    |              |
|----|----|----|----|----|----|----|--------------|
|    |    |    |    |    |    | 1  | Allocation 5 |
| 2  | 3  | 4  | 5  | 6  | 7  | 8  | Allocation 6 |
| 9  | 10 | 11 | 12 | 13 | 14 | 15 | Allocation 7 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |              |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |              |
| 30 | 31 |    |    |    |    |    |              |

The EI system of allocating your vacation pay has caused a lot of confusion over the years as to what EI and/or SUB entitlement will be in the event of a lay-off in July or August, or if someone is on maternity/parental leave.

EI will allocate all of your vacation pay at your regular weekly rate. This is approximately \$950 per week for production and \$1,150 per week for skilled trades, based on your base rate + COLA rate and night shift premium.

If you have yet to receive your full special bonus (\$900) at Christmas or if you were not entitled to your SPA week because you were on lay-off this money will also be allocated by EI.

### Allocation Procedure

1. First to the designated vacation period, which takes in the weeks of June 28 to July 11, 1998.

2. Second EI will allocate your remaining vacation pay and any special bonus/SPA week to the weeks of July 12, July 19, July 26, August 2 and the partial week of August 9, 1998.

These weeks of allocation are dependent on how many vacation hours you are entitled to.

The following lists your entitled hours based on your seniority as of June 26, 1998:

|                           |           |                    |
|---------------------------|-----------|--------------------|
| 1 but less than 3 years   | 92 hours  | 2 weeks + 12 hours |
| 3 but less than 5 years   | 112 hours | 2 weeks + 32 hours |
| 5 but less than 10 years  | 132 hours | 3 weeks + 12 hours |
| 10 but less than 15 years | 152 hours | 3 weeks + 32 hours |
| 15 but less than 20 years | 172 hours | 4 weeks + 12 hours |
| 20 or more years          | 212 hours | 5 weeks + 12 hours |

Note: for every eight hours of PAA which you have used, subtract one day.

SUB entitlement has changed due to the federal government

*Continued on page sixteen*

# October Pension Increases

By Charlie Peel,  
Pension Representative

## R Pension Representative's REPORT



**I** HOPE EVERYONE HAD AN ENJOYABLE SUMMER WITH family and friends. On the retirement front we have 45 members going Oct. 1, 1998 from production and skilled trades. Because their first day of retirement is Oct. 1, the increase in pension will be there for them.

### INCREASE

A code — \$48.00 x years of service

B code — \$48.25 x years of service

C code — \$48.50 x years of service

D code — \$52.25 x years of service

How you determine your code is your rate of pay as of Sept. 14, 1998: A code = up to \$23.41; B code \$23.42 to \$23.59; C code \$23.60; D code \$24.63 and over.

Anyone retired since October 1, 1987 will receive a Cost of Living Allowance adjustment. Anyone prior to October 1, 1987 receives a previously negotiated amount. Whatever the amount is for the year you retired is multiplied by your years of service.

### Document 12s

With the inclusion of the October retirement list of about 45 members, we have 1,117 Document 12s left. There are 351 remaining for skilled trades and 766 for production. By the end of October a new application will go out to members with 30 or more years seniority in Oshawa in production. Skilled trades will depend on what trade you are in whether there are any Document 12s for that trade, or how many are left in your trade as to what seniority you will require to be eligible.

Under our current contract language a retiree has Green Shield, Metropolitan Life, out of province coverage, legal services, everything an active worker enjoys

P.S. Anyone looking to retire on a Document 12 after the contract in September 1999 should fill in option 2 on their application. 🍁

## Many Calls About Vacation Allocation

**SUB Representatives' Report**  
— Continued from page 15

not allowing the payment of SUB due to vacation pay (monies) allocation. The only way your allocation would not follow this procedure is if you did not work your full 1,000 hours in the year to qualify, or if you have a vacation period designated at a different time during the year that you choose through your supervisor (keep the Individual Designated Vacation paperwork). Your IDV is your receipt in the event GM's copies are lost or misplaced. Remember, this allocation will only affect us in the event of a maternity, parental leave or lay-off in July or August.

### SUB and EI Call Sheets

All supervisors in Oshawa have call sheets in their offices or on hand. If you want to see one of your benefit representatives ask for us. Mike's in-plant phone number is 644-7839, in-plant pager is \*97-8099; outside the plant pager number is 1-800-361-6793, then enter PIN 8099, then enter your area code and phone number using a touch tone phone. Dave's office number is 644-1541, Dave's PIN number is 8525. Until next time. 🍁

CAW  TCA  
CANADA

MIKE SHIELDS  
President

LOCAL 222  
1425 PHILLIP MURRAY AVENUE  
OSHAWA, ONTARIO L1J 8L4  
PHONE (905) 723-1187  
FAX (905) 436-9515

DEAN LINDSAY  
Recording Secretary

DAVE BROADBENT  
Secretary Treasurer

June 19, 1998

Editor of the Oshaworker  
CAW Local 222  
1425 Phillip Murray Ave.  
Oshawa, Ont.  
L1J 8L4

Dear Brother:

At the last GM Unit meeting a Notice of Motion was forwarded by Brother Dave Thompson (Insurance Rep) which reads as follows:

1. That Local 222 members of Intra Corporation Council stop meeting with G.M. Intra Corporation Council and the Master Council until we have equal representation on all committees; as well as the master and skilled trades;
2. That Local 222 do not meet with the National or Master G.M. Committee until all Local 222 Oshawa issues are dealt with and resolved (including grievances). And that the local bargaining committee start meetings in Nov. 98 and to have all issues done by June 1999.

There was no discussion on the notice of motion and it was supported and carried.

Would you please see that this is included in the Sept. 1998 issue of the Oshaworker.

In Solidarity,



WK:ec  
caw1136

cc M. Shields

William Knight  
Recording Secretary  
GM Unit  
CAW Local 222

# No Service Lost On Layoff

By Bill Mutimer,  
Alternate Pension Representative

**A**S THIS IS THE FIRST ISSUE SINCE JUNE, I WOULD LIKE to welcome everyone back from a somewhat hectic summer! I hope everyone is caught up on all monies owed from the layoff. It was rather unfortunate this **Layoff** hit when it did, due to the fact our holiday pay was allocated for some of those weeks of **Layoff**, when you consider that our brothers and sisters in Flint received only strike pay during their fight with GM to keep their plants open, their sacrifice was greater than ours! You can also see what we're in for in 1999 negotiations.

Anyone who was laid off will not lose service toward your pension as we were on **Layoff** status not strike. You also got 40 hours/week toward holiday pay.

Document 12's are slowing down due to the fact most people are waiting for the contract talks! As pensions are up for negotiations, their wait may be valid. These Document 12's were as a result of the sale of the North Plant, and will still be available after

## Alternate Pension Representative's REPORT



contract talks. The number of Document 12's left cannot be confirmed until the final lists come out for the October 1998 to March 1999 time frame.

As of writing, this number was not available. As soon as it is available we will let you know. Anyone slated to go from October 1998 to March 1999 should know what date you will retire by now. If you haven't been informed, please call your pension rep.

The letters to apply for the next time period will be out soon. If you don't receive a letter by October 30, 1998, call your pension rep.

You will be given the same options as in the past. Option #1 — April 1999 to September 1999, Option #2 — October 1999 to March 2000, Option #3 — April 1999 to March 2000 or Option #4 not at this time.

If you have any questions please call your pension representative! Anyone picking Option #2 (or Option #3 and you're given October 1999 or later as a retirement date) you will be eligible for all pension increases won at the bargaining table. You will likely retire under the terms of the existing contract (October 1998 rates) until the contract is signed and approved by Revenue Canada and the Ontario Pension Commission. It will be retroactive to your retirement date.

Until next issue, if you want any facts call your pension rep, were still compiling pension demands and your input is welcome, I'm at 644-6342 Pager #6342. 🍁



**Christine Thompson**  
**CAW/Peregrine**  
**Your Human Rights/**  
**Employment Equity**  
**And Womens' Advocate**  
**433-3349 — pager 440-3349.**

*Our Best Wishes go out to the latest group of GM retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.*

| Name                 | Dept. | Years of Service | Retirement Date |
|----------------------|-------|------------------|-----------------|
| Hugh E. Arscott      | 30    | 36.1             | Aug. 1998       |
| Roger J. Arseneau    | 63A   | 18.4             | July 1998       |
| Claude J. Aubry      | 61    | 17.6             | Sept. 1998      |
| Robert Azzopardi     | 69A   | 18.8             | July 1998       |
| James B. Barber      | 49C   | 22.8             | July 1998       |
| John P. Boivin       | 88    | 42.7             | July 1998       |
| William W. Britton   | 50    | 39.2             | Aug. 1998       |
| Daniel F. Buller     | 49B   | 34.2             | Sept. 1998      |
| William C. Burch     | 49    | 34.5             | Aug. 1998       |
| Wayne W. Christopher | 49    | 35.0             | July 1998       |
| Richard Cockwell     | 45    | 29.0             | July 1998       |
| Ronald K. Dinsdale   | 94    | 27.6             | July 1998       |
| Gordon B. Durward    | 4C    | 30.7             | July 1998       |
| Ralph Dykstra        | 4B    | 13.8             | July 1998       |
| Vernon E. Epp        | 49C   | 20.1             | Aug. 1998       |
| Walter J. Fracz      | 50    | 30.8             | June 1998       |
| Albert S. Fraser     | 85    | 23.4             | Sept. 1998      |
| John R. Hay          | 6A    | 25.0             | Sept. 1998      |
| Kenneth G. Henry     | 4C    | 34.1             | July 1998       |
| Kim K. Hunter        | 69A   | 13.3             | Aug. 1997       |
| Alfred E. Lauzon     | 69B   | 27.8             | July 1998       |
| Douglas B. Logan     | 8     | 49.3             | Aug. 1998       |
| Gunnar Lund-Pedersen | 50    | 34.9             | July 1998       |
| Glenn A. McIntosh    | 85    | 15.2             | Sept. 1998      |

## General Motors RETIREES



By Charlie Peel, Pension Representative, and Bill Mutimer, Alternate Pension Representative

| Name                | Dept. | Years of Service | Retirement Date |
|---------------------|-------|------------------|-----------------|
| David P. Meade      | 31    | 24.0             | June 1998       |
| Michael Morgan      | 49T   | 33.0             | Aug. 1998       |
| Ronald A. Robbins   | 37    | 35.9             | July 1998       |
| Otto K. Schlechter  | 66    | 25.5             | Aug. 1998       |
| David B. Shea       | 49A   | 14.5             | June 1998       |
| Louise E. Urie      | 6     | 35.0             | July 1998       |
| Garry Vanderzwet    | 53A   | 24.4             | May 1998        |
| John Volpe          | 94    | 12.9             | July 1998       |
| Tracy L. White      | 27    | 13.0             | June 1998       |
| Charles A. Williams | 85    | 23.4             | Sept. 1998      |

We would like to congratulate PPG retirees Anna Anderson, who retired on July 1, 1998, with 32.5 years service, John Romano, who retired July 1, 1998 with 33.6 years, and Frank J. Behan, who retired on June 1, 1998 with 32.6 years service.

We would like to congratulate Columbus-McKinnon retirees Ernest Rowe, with 9.8 years, Cedric Godin, with 12.8 years, who retired Aug. 4, 1998, and John MacDonald, who retired with 14.6 years services on Sept. 1, 1998. 🍁

# Lindsay At The Hall

By Dean Lindsay,  
Recording Secretary, Executive Board, and Service  
Representative

**R** Recording  
Secretary's  
**REPORT**



**N**ORMALLY IN THE SEPTEMBER issue I open my article with the question did everyone have a pleasant summer? This time I won't ask because I know the answer. In most cases people enjoyed the time off but because of the EI vacation allocation, which I will touch on later, it was hard to really enjoy the additional time off. When you don't know how long you'll have to stretch your money, it's hard to really relax.

Welcome to the "Summer of Discontent."

When the workers in the States walked out everyone understood why this happened. We have been dealing with GM arrogance for sometime, but as the issues came out, the print and television media that I saw became supportive of the workers' cause. They realized that this was a clear case of a giant employer making decisions with no regard to the Workers they employ.

The Workers were not prepared to stand by and watch their jobs be eliminated.

The press picked up on this and supported the Workers. Since the resolve of the Flint situation, there is no doubt that Senior Management has issued marching orders to all levels of Management to "hammer" their Workers.

It was as if the Canadian Workers led this strike instead of being just affected.

So far it was if the Flint strike never happened, when the media and auto industry watchers said that GM should

repair its relationship with its Union workforce, they in true arrogance, refused to acknowledge, and continue to ignore these suggestions.

In the Car Plant Management is carrying out the orders by issuing a number of changes to work practices that do nothing to increase production. They are only going to anger the Workers and create a disruptive workplace. We need to continue what was started by the Flint strike and use the media to gain support again on how GM is mistreating its workers.

One example of this is if every worker in Oshawa would send a letter to their local newspaper we could put a focus on what type of employer GM really is. It may seem insignificant but there is strength in numbers. It has been proven GM does not like negative press.

Remember, the Flint fight was and is our fight. Don't wait for next year's contract expiry. Start to act now, the choice is yours: You can roll over or you can push back.

## Lay-Off Notes

I want to thank everyone who was patient when they tried to reach the Hall during the lay-off, whenever you have 18,000 plus trying to get through on eight phone lines there could be a delay.

I chuckled when someone suggested that the phones must be off the hook because they couldn't get through.

The volume of calls was tremendous and the support staff I feel did an excellent job fielding all calls. I made sure I did

not leave the office until every voice message was returned.

At the time of writing there are still problems with how the vacation pay was allocated and the Company's handling of requests for additional vacation time.

For information, the way the vacation pay was allocated was done because of legislation brought in by the Liberal Government for the sole purpose to shaft the auto sector when lay-offs occur around the vacation period. Our Union was on the forefront in opposition to the legislation. But when a Government gets an overwhelming support they use that to mandate their agenda. Many Workers found out the hard way that when you ignore the electoral process, you could be affected.

If you feel strongly about how your vacation pay was used contact your Liberal MP. Ask them why this happened.

If you want more information about how your Union fought this legislation including copies of articles I wrote over five years ago contact me.

The fight is continuing: at the next CAW Council there is going to be a discussion on EI and getting the \$15 billion surplus back into the pockets of workers. I will report in future articles.

## Labour Day

For the past several years Local 222 has been participating in the Labour Day Parade held in Toronto marching into the CNE. Again this year we had buses leaving from the Hall. Hope we were able to see you there.

## CAW Mountain Bike Club

Thanks to everyone who has called, I have compiled a list but as of yet we have not organized an event due to the number of events that are put on throughout the Summer.

The Chico events and Giant fives have been great so far.

I have talked to several experienced riders and we hope to have a CAW event scheduled for late September early October. I will be contacting everyone well in advance.

In the meantime just ride your bike!

Until next issue...🍁

## EDGE PROGRAM

The EDGE (Education, Development, GM/CAW, Employability) program was created to improve the education, skills and employability of General Motors hourly employees.

This program provides eligibility for numerous courses including: computer classes, small business courses, technical training, college and university courses. Some of our programs are shift oriented. This is an exceptional opportunity to upgrade your skills and education.

For more details, please contact Brian Morrison at the EDGE office at 644-4918.

# Summer Madness

By Terry Spence and Garry Murphy,  
Service Representatives

**T**HE LAST LAYOFF WAS RUNNING VERY smoothly until we found out General Motors didn't send EI the proper information on people who had either put in for or had already taken extra holidays.

This, coupled with the fact that our holiday pay was allocated week-for-week has caused so many problems that it has plugged up the phone lines to EI, the SUB lines to EI, the SUB office, and the Union Hall. The SUB reps have well over 500 calls in and it is sometimes a two-hour wait at the Union Hall.

Along with everyone being tied up with the EI problems, our WSIB claims have also been adding up. This is the busiest it's ever been at the Union Hall, and we apologize for your inconvenience. Please be patient as we are continually after GM to send over amended lists to inform EI about your extra holidays.

## **R** Service Representatives' **REPORT**



We are currently waiting on WSIB to send us their interpretation on the policy for people fit for modified work and called back just to be laid off.

Our WSIB appeals are certainly on the increase, even though our new Alternate Dispute Resolution program is more efficient than the old system.

The benefit office says there are approximately 300 people in Oshawa cut off benefits for not sending back the survey form GM sent out.

Finally please remember to keep a copy of your S&A papers if you are going to put a waiting period in for EI. This photocopy could save you about \$25. 🍁

# Benefits Important In Our Everyday Lives

By Don Thompson,  
Insurance Representative and  
Doug Crough,  
Alternate Service Representative

## **R** Alternate Service Representatives' **REPORT**



**W**E HOPE EVERYONE HAD AN enjoyable summer. It's hard to believe it's almost over. As much as the summer was hot we are not looking forward to the cold winter that is being predicted.

### GM Dental Benefits

Many of our General Motors members experienced a long lay-off. If you worked in the month of June and was paid for the July 6, 1998 holiday and then in turn returned to work in the month of August then you did not fall out of dental benefits. It's important to remember that on October 1, 1998 that everyone who has dental coverage will again have \$1,900 payable for all covered dental expenses incurred commencing October 1, 1998, and ending the following September 30. For covered dental expenses in connection with orthodontist the maximum benefit payable shall be \$2,400 during the lifetime of each individual with dental coverage.

If a course of treatment can reasonably

be expected to involve covered dental expenses of \$200 or more, a description of the procedures to be performed and an estimate of the dentist's charges must be filed with the Carrier prior to the commencement of the course of treatment.

The Carrier will notify the employee and the dentist of the benefits certified as payable based upon such course of treatment. In determining the amount of benefits payable, consideration will be given to alternate procedures, services, or courses of treatment that may be performed for the dental condition concerned in order to accomplish the desired result. The amount included as certified dental expenses will be the appropriate amount as provided in subsections (d) and (e) herein, determined in accordance with the limitations set forth in subsection (g) herein.

If a description of the procedures to be performed and an estimate of the dentist's charges are not submitted in advance, the Carrier reserves the right to make a deter-

mination of benefits payable taking into account alternate procedures, services, or courses of treatment, based on accepted standards of dental practice. To the extent certification of covered dental expenses cannot reasonably be made by the Carrier, the benefits for the course of treatment may be for a lesser amount that would otherwise have been payable.

This pre-determination requirement will not apply to courses of treatment under \$200 or to emergency treatment, routine oral examinations, X-rays, prophylaxis, and fluoride treatments.

We truly believe that benefits are very important in our everyday lives. (examples: drug plan, vision, hearing and dental) We believe that we should try to improve our benefit package as much as possible in the upcoming set of negotiations. In the future we will address some of our concerns with regards to our benefits.

If anyone has any concerns about their benefits then please call us anytime. 🍁

# Suicide

By Dave Thompson,  
Insurance Representative

## R Insurance Representative's REPORT



**D**EFINITION/SUICIDE: (N) 1(A) THE ACT OR AN instance of taking one's own life voluntarily and intentionally especially by a person of years of discretion and of sound mind b: ruin of one's own interests (political, etc). 2. One that commits or attempts suicide.

Suicide (vb) to commit suicide; (vt) to put (oneself) to death.

In the past six months nine CAW members here in Oshawa have taken their own lives. It saddens me, especially when we have a number of Union representatives these individuals could have reached out to, the S&A reps, Union counsellors, substance abuse representatives. To all members of the CAW who have suffered because of this heart-wrenching situation, I extend my full sympathy, support and resources.

### Death Claims (General Motors)

For the members of the GM Unit, General Motors has outsourced the Death Claims Unit to Metropolitan Life, which will become Mutual in March 1999.

If there is a death of an active or retired member, the number to call is 1-888-422-9995. The current numbers for the GM Benefit Information Centre, hourly, health care, insurances, is (905) 644-1601, or toll-free 1-800-567-4722.

To reach me, call in-plant 644-3278, in plant pager \*97-8049, out-of-plant pager 1-800-361-6793, enter PIN 8049, then punch in your phone number.

### Benefits Cut Off

As of August 1, 1998, 794 GM Unit members of Local 222 did not respond to the benefit survey. By now you would have received new benefit cards with coverage for yourself only. If there is a mistake in this regard, we have to complete a 902 benefit form as soon as possible. Please call your benefit rep for assistance. \*

# Fairness Isn't In Their Vocabulary

By Barry Grills,  
Alternate Insurance Representative

## R Insurance Representative's REPORT



**I** HOPE EVERYONE ENJOYED THEIR extended summer vacation. I certainly enjoyed the time off, but I did not enjoy the allocation of the vacation pay. I feel that this is totally unfair, but with this government, fairness isn't in their vocabulary.

Upon returning to work, we were hit with the "non-competitive work practices" policy. Part of this letter states (to accomplish our business initiatives, we must all maintain constant focus and attention to the details of our work assignments. This means that we must refrain from any non-competitive work practices that do not directly support the common goals of safety, quality and productivity. As a result we are implementing a "Non-Competitive Work Practices" policy.)

During the fire in the Body Shop on August 4th, GM was asked by the Oshawa Fire Department to shut down all the power, GM refused saying they would have to reset all their robots. The Fire Department obliged. I asked "is GM really concerned about safety or the lost production?" I thought safety is an overriding priority?

I went to GM's little brainwash session on August 5th. That is where they show

the video with Rick Wagoner and Greg Deveson. They stated that the Chevrolet Lumina was #2 behind the Chrysler Concord in the J.D. Power. They stated that we must strive harder to make the other cars we build in Oshawa, #1 in J.D. Power, along with improving the Chevrolet Lumina. Greg Deveson stated in the video that they hired an independent firm to work closely with GM to quickly point out problems in quality from a "customer's view."

At the end of this video we were asked by the member of management in charge of displaying this video if we had any questions, he would try to answer them. At this time I stated that "GM always puts the blame on the workers for everything. J.D. Powers takes into consideration among other things, vehicle performance and vehicle design."

I also said "people on the line do a great job in quality and productivity, but the last time I checked, no line worker had ever designed a vehicle for General Motors and that they should start looking at their own members of management to determine where the problem really lies.

If the workers on the line can build a

quality car in the Lumina then why can't they also build quality cars in the Buick Regal, Buick Century and the Chevrolet Monte Carlo which go down the same assembly line as the Lumina.

What do we do, only maintain constant focus and attention when a Lumina flies by. Obviously it must be an engineering problem and what do we plan on doing about these engineers? He said that they would have to address that concern. I then asked "why would you hire an independent firm to tell you about quality concerns when we on the line have been telling you the concerns for many years. You haven't once listened to us, why would you listen to an independent firm?" If cutting costs are really a concern to General Motors why would you hire a firm that does the job we have been doing for years. When we mention a quality concern to management about defective parts we are required to assemble to the car, we are told to use up the old stock until the new stock comes in. Are you

*Continued on page twenty-one*

# "Kangaroo Paw" Leads The Way

By Wayne Combs,  
Ergonomics Representative

**W**ITHIN THE PAST FIVE YEARS there has been a great push to develop new legislation to protect workers from ergonomic hazards. In industrial hygiene and safety there are documented exposure limits for chemicals, and guidelines for machine guarding, railings etc. However, these limits do not yet exist for ergonomic hazards. There are many reasons why ergonomics has not developed guidelines and legislation to the same extent as Industrial Hygiene and Safety.

Strain/sprain injuries and other ergonomic hazards are certainly not limited to North America. All industrialized countries experience these problems. Australia was one of the first countries to report ergonomic problems, primarily amongst office workers. Their repetitive strain injuries were eventually nicknamed "Kangaroo Paw" for the way the workers held their injured hands.

In North America, both Canada and

the United States have pending legislation that is being watched very closely by ergonomists and others from coast to coast. We must scrutinize the current trends and available laws along with established guidelines which include; OSHA (Occupational Safety and Health Administration) Meatpacking Ergonomic Guideline (USA) Implemented as a guideline (affects only the meatpacking industries); California OSHA Ergonomics Standard — implemented recently in California only, it addresses primarily office Ergonomic issues; OSHA Draft Ergonomics Standard (USA) — issued May of 1995, uses a two-tiered approach to Ergonomics. OSHA believes that if the job includes the presence of "an identified risk factor" then further analysis should be done. One or more injuries will also trigger further ergonomic investigation. CSA Office Ergonomic Standard (Canada) — implemented in

## R Ergonomics Representative's REPORT



1989, this is a guideline for office ergonomics. The Ministry of Labour sometimes cite these guidelines when asked to intervene in office Ergonomic issues.

Most recently in British Columbia, the Draft Ergonomic Guideline, which came into effect on April 15, 1998 requires employers to implement ergonomic programs, provide training, and reduce exposure to ergonomic risk factors.

In Ontario, even though there is no specific ergonomic legislation, many employers have been issued orders by the Ontario Ministry of Labour for failing to consider ergonomic risk factors. Every Ontario worker has the "Right To Refuse" unsafe work (Section 43(3) of the Occupational Health and Safety Act.

When the Ministry of Labour is called in to investigate an Ergonomic work refusal, the inspector of Ergonomics Consultant will use ergonomic guidelines to evaluate whether or not the job is likely to "endanger" the worker. If the Ministry Ergonomist determines that the job is likely to endanger, they can now issue orders directly to the employer, to correct the problem! Thus, even without Ergonomic Laws, companies like General Motors are required to consider Ergonomic hazards!

In my next article, I shall outline what the primary and secondary risk factors are that I made reference to above, in order to give everyone a better understanding and grasp of what to look for in terms of improving ergonomically the task that you are required to perform everyday for this corporation.

In closing, I have recently acquired my Certificate in "Tailored" Ergonomics. This knowledge has equipped me with the confidence to properly assess and address Ergonomic issues. If you are concerned that your job assignment possesses ergonomic hazards, I urge you to call me at 644-1973 or page me in plant at \*97-1973, or outside GM by calling 1-800-361-6793 PIN #1973. Till next issue, work safely! 🍁

## Fairness Isn't In Their Vocabulary

Alternate Insurance Representative's Report — Continued from page 20

really concerned about quality? You stated that the policy statement you are using is "Quality Creates Customer Enthusiasm." Remember that we are customers too. What do you think creates "Employee Enthusiasm?" Layoff notices, banning reading material, (other than GM related material of course), no double shifters, not allowing any time off, changing breaks arbitrarily, or speaking down to the people who ultimately are the ones responsible for generating your enormous profits?

This does not create employee enthusiasm. I have heard for years about management wanting to work with its employees. All of this talk does not wash with us on the line. You have never taken the time to listen to the workers. The members of management have blinders on when it comes to the people on the floor. If this was a marriage, we would have been

divorced a long time ago. I was then told that I should bring these concerns up at the next after shift meeting with Mike Kennedy. It just so happens that at the last after shift meeting they ran out of time before anyone could ask questions.

I mentioned above about GM's concerns about costs. While we were laid-off, I listened to Don Hackworths (some big shot at GM) recorded message. He stated that GM must control their costs if they are to become competitive. In the next sentence he says "there will be no reduction in salary personnel". What was supervision doing there when we were laid-off and the line wasn't running? Are they really concerned about costs?

I can be reached at 1-800-361-6793, PIN #8027 outside the plant or \*97-8027 in the plant. Leave your phone number and I will call you back. Until next issue I remain in solidarity... 🍁

# American Work Refusal

By Paul Goggan,  
CAW Certified Health and Safety Representative,  
Car Body, Hardware and South Stamping,  
Production and Skilled Trades

**R** **Health & Safety**  
**REPORT**



**O**VER THE YEARS, I HAVE HAD several GM American management tell me how our right to refuse unsafe work in Ontario has to be changed so that a single worker cannot stop GM's production lines because he/she believes it's unsafe. Well, now we have all experienced the GM Flint strike way of handling Health and Safety work refusals. I don't think our American Management know just how lucky they are for having legislation in Ontario that stops production until it's made safe and then production can resume again.

The longest work refusal in the Car Plant in the last 10 years lasted approximately eight hours and that was caused by the mismanagement of American Ex-Plant Manager Gus Beirne on the Plant #2 Door Line Issue. One shift, in one part of the Canadian plant, compared to shutting down 29 GM plants for 54 days. I wonder who they think has the better legislation for Health and Safety work refusals now?

The UAW told GM management that people are getting hurt, but no one listened. The UAW told GM management that several workers had lost part of their hearing over excessive noise in the plant but no one listened. The UAW informed GM manage-

ment of other problems that violated the American safety standards, problems that affected both skilled trades and productions workers but no one from GM listened.

Confrontation has become commonplace at all GM Plants. The hourly work force at GM are tired. They're tired of being pushed around by General Motors. They're tired of GM lying to them and making agreements and not living up to them. If management continue the same path in Oshawa until September of 1999, I know the Canadian workers will be on the picket line again.

## Door Line Appeal

In June we spent four more days at the Ontario Labour Relations Board dealing with the Plant #2 Door Line Appeal. This Appeal is about Buick Car Doors falling off while workers are working on them and how GM & MOL think this practice is safe but the CAW believes it is unsafe.

The first six days of hearings were all CAW witnesses and the next five or six days will be MOL and GM witnesses combined. A Door Line Inspection Tour by Ontario Labour Relations Board Adjudicator is also being arranged for October 5, 1998.

Regardless of the outcome of this hear-

ing, it makes one very proud to represent a group of 142 CAW members from both shifts on the Plant #2 Door Line that are not afraid to take on General Motors mismanagement. This work refusal was also caused by American corporate interference.

## Placements

On July 16, 1998, I asked the Company just how many placements do we have in the CAW Assemble Plant? The answer was 1,241 placements. This represents over 20 per cent of all Car Plant employees.

## Bodyshop Fire

On Tuesday, August 4, 1998, a spark from a spotwelding robot entered the air filtration unit at AA-57 in the Car Body Shop. The spotwelding dust that is collected and the filter media smoldered and then caught fire. The air filtration unit kept running and exhausting smoke until the heat was intense enough to set off the sprinklers in the unit.

The Oshawa and Pinkerton Fire Departments were called to the scene. Because of the large amount of smoke in the building the Oshawa Fire Department instructed General Motors to evacuate the building. Two of our GM Nurses did an

*Continued on page twenty-three*

# A Different Workplace

By Larry Carroll,  
CAW Skilled Trades Health & Safety Representative

**R** **Health & Safety**  
**REPORT**



**W**ELCOME BACK TO A DIFFERENT WORKPLACE than the one you left.

A Health and Safety Policy grievance was filed on July 28th by John Scanlan and myself. The grievance states that General Motors is not providing adequate medical services for employees during a plant closure. Extensive work was being done to the Car Plant Complex, mainly overhead and heavy structural changes, with no medical centre open to administer medical care. The only medical centre open was in the Truck Plant. This left the Car Assembly Plant, Stamping, Tri Link and Central Maintenance Shops without a medical centre. Talk about "safety being our overriding priority!"

During the first week of the Car Assembly Plant shut down, our Trades people were subjected to washroom facilities that (after one day) had no towels, soap, paper, or garbage pick-up. Some washrooms were without water and water coolers were unplugged. I spent more time trying to keep the lights turned on,

so our Trades people could work in a safe environment. And don't get me started about cafeteria services over the shut-down-and the state of the shower areas...

As we are back to full production, Joint Health and Safety meetings for all plants are back on track. Working alone procedures meetings will carry on. More to follow on this policy in the next issue.

## Closing Thoughts

I have been working at General Motors for 18 years and cannot help but notice that we are going backwards in company and hourly relationships. There are rumours of layoffs, but the hardest lines to keep open are the lines of communication. Can anyone find a phone that is not locked up? These phones are needed to keep the lines of communication open. Go figure!!!

As you see, we have a very different workplace. Until next month, play safe: Larry Carroll \*97-3644, Al McPhee \*97-3824. ♣

# Working Hard For Hard Working People

By Tim Munro,  
Health and Safety Representative, Car Chassis, Shift #1

**I** HOPE EVERYONE ENJOYED A safe and fulfilling summer with friends and family. While the layoff may have created some sudden change of plans for most of us, I'm sure that it was a refreshing change to have some extended time to spare during the summer months.

As most of you are aware, another election is being run for my current position. At the time of writing this article, it stands three days away. The working people that I represent know and understand the circumstances, but I'll summarize the situation as follows; an appeal was filed by my opponent — I supported his grounds for appeal — only due to the fact that I did not challenge his appeal, he was granted a by-election. This information can be verified by the Election Committee and the National Union.

I have done a lot of hard work for a lot of hard working people. I am confident that it has been recognized as such and the membership will make its decision by majority on what has been accomplished, not what others thought should have been done. The results will be published in the October *Oshaworker*.

## Paint Shop

Great feedback (thanks Walter!) on the "Anti-Fog" safety eyewear provided for a trial run in the clear coat booth. They are

not currently provided in the expense stores pending worker response. Full credit for availability should go to Paul Piels Jr., Shift #2 Safety Rep., (thanks Paul!). Supplies are currently very limited, so if you would like to participate in the voluntary program, contact myself at ext. 2827 or Paul at ext. 2294 and we'll do our best to accommodate you.

Plant #2 paint sealer operators should all have been changed to a heavier gauge in order to prevent "bursting" as a result of an accident several months ago where a worker suffered an eye injury. It could have been resolved with personal protection equipment but that is considered a last resort in safety where other alternatives can be made to protect a worker. Response is pending regarding Plant #1 Paint as to what initiatives will be taken for the sealer operators. There are a number of other issues in the Paint Shops that have been addressed but space will not permit me to cover it all this month. Keep it coming Paint! You are deserving of recognition for your contributions to safety resolution!

## Tri Link

Noise guarding seems to be a popular issue in your area. Although I've conducted

## R Health & Safety REPORT



several sound level surveys in this area, and time weighted average (TWA) may dictate that all is fine under the current government guidelines. I will not be convinced that no one will suffer from acute or long-term hearing loss. When a sound measurement is done (90 decibels being the maximum under the Occupational Health and Safety Act, 85 decibels is GM's goal), we must consider the following; if you were expected to work for four hours at 95 decibels and the remaining four hours at, let's say 60 decibels, your TWA would be considered acceptable. What? You didn't hear me? Must be something at home that causes your hearing loss. Not likely! Fortunately, the Tri Link workers have a managerial staff that is willing to listen to its workers and they have made a commitment to work with your CAW representatives to reduce and eliminate all credible safety-related concerns. As you read this article, a good majority of these concerns will have been addressed.

## Chassis

Unfortunately we are under the rule of Greg "Devestation." Although I admire his goals, I loathe his tactics to achieve the same record of safety that the Delphi System currently enjoys (two years — no lost time!). You cannot bully your people to sustain from receiving attention from first aid. You cannot bully your people to work in pain. Under your current agenda, you are simply encouraging people to rebel. No one will ask for time off (be it Saturday or otherwise), they already know the answer, and they will call in accordingly. If you want to question your workers on specifics relating to a work-related injury before you allow them medical treatment (a process that has currently surfaced in Paint Plant #1 as being your policy) they will simply leave the workplace and receive urgent/emergency care and provide you with the "appropriate" medical note stating that they are or were "unfit or unable" to complete their shift or report for work. Understand something Greg, we are workers, myself included, but we are not "stupid workers", and if you truly wish to

*Continued on page twenty-four*

## American Work Refusal

*Health & Safety Report — Continued from page 22*

excellent job of looking after the Oshawa Firefighter and Pinkerton Security Officer who were injured during the fire until they were sent to the Oshawa Hospital.

This fire has highlighted the importance of having a detailed and well communicated emergency evacuation plan. We experienced a lot of problems before, after and during this emergency evacuation. All the concerns raised by the workers have been expressed to management, who have promised to correct this situation. In the future we are going to practice an evacuation once a year, something Oshawa has never done.

## Acclamation

I would like to thank all of the Health and Safety Representatives from

Ontario and Quebec at General Motors, CAMI, and Peregrine for re-electing me by acclamation to the position of Chairperson of the GM/CAW Intra-Corp Council Health and Safety Committee. Hopefully, this position will again allow me full participation in the GM Master Negotiations in 1999.

## Telephone

If you need my assistance please don't hesitate to call. My office number is 644 3608. My home number is (905) 435-0900. To reach me by pager in-plant call \*97-3608 or from outside the plant by calling 1-800-361-6793 and PIN# 3608 and then leave your phone number. Remember I cannot help you if you don't tell me your problems. Until next issue. ✱

## GM/CAW Joint Counselling Program

# Respite Program

By John Taylor, and Steve Bobas  
CAW Union Counsellors

**R** *Union  
Counsellors'*  
**REPORT**



**W**E HOPE EVERYONE HAD A safe and enjoyable break from work. Obviously, with the layoffs and the changes to how EI (employment insurance) allocates holiday pay, it was a stressful time for many, as our offices were very busy. We hope everyone we had the pleasure of helping are making out all right and please don't hesitate to call us anytime in the future!

Today many of us are faced with having elderly parents who are in need of care. Durham Region Community Care provides a Home Support Program which enhances the ability of adults with needs related to physical disability, or aging, to remain in their own homes and communities, and to function as independently as possible.

However, having our parents live on their own is not always an option. No one wants to see their parents in a home and many have had their parent(s) move in with them. For those who are able to do this, it must be a wonderful feeling, yet undoubtedly this must be difficult at times also.

This is where the **Respite In-Home** Program can provide the needed break to those in this household arrangement. The Durham Region Community Care Association's Respite Program provides temporary relief to caregivers of frail eld-

erly, disabled adults, or those with cognitive impairment (e.g. Alzheimer's Disease). They will provide in-home respite including a regular time each week, as well as time to cover vacations or special circumstances.

There are day programs available at two locations — Ajax and Newcastle, that provide social and recreational programs. This service provides respite for the primary caregiver as well as an enjoyable experience for the participant, and no wonder, the special volunteer staff are friendly, caring and giving individuals!

If this service appeals to you, contact

the wonderful people at Community Care. Their offices are located across from Durham Region. For more information call them in Oshawa at 434-1691, Clarington 623-2261, Ajax 686-3331, Brock 432-2900, Scugog 985-8461, Uxbridge 852-7445 or Whitby at 668-6223.

They will arrange an appointment with you to discuss eligibility and how to apply. The Administration Office is located at 419 King St. West #605, Oshawa Executive Centre. Call 905-404-2224. Remember, old age has its pleasures, which, though different, are not less than the pleasure of youth.

Till next issue, take care! ♣

## In The Name Of Profits

By Doug Sanders,  
District #6 Committeeperson

**T**HIS BEING THE FIRST ARTICLE since the Flint strike and our layoff over the vacation period, I would like to welcome everybody back.

The Company was getting their business plans in order when we were off. They hit the membership on the surface with the papers and reading material issue only to come through the back

**R** *District  
#6*  
**REPORT**



door to outsource more of our jobs, layoff more people, downsize more departments (e.g. clerks, material handling, drivers, inspectors) and more production jobs, all in the name of profits.

The Company wants the right to change your breaks if there is a loss in production. They also want the right to reassign other work, if the line goes down, across classifications, with direct orders to show they are in total control.

When asked why so many changes so quick, they say the "devil" made me do it.

It is as if the Oshawa plants must pay for the total cost of the Flint strike over the next year, with just about every Saturday (day and night) scheduled up to next June.

The Company also applied to the Ministry of Labour for the right for 22 departments in Oshawa to work in excess of 100 hours overtime, that is above the 48 hours per week already scheduled.

The Shop Committee has been told there will be a 10 per cent reduction in manpower in the Car Plants, that is 500 jobs. Many people think "that won't affect

*Continued on page twenty-five*

## Working Hard For Hard Working People

*Health & Safety Report — Continued from page 23*

achieve your goals, you will take the time to listen to the people who can and will do it for you.

The Car Plant working people have been kicked in the head long enough. You will never accomplish the #1 position in our class by depriving and intimidating your workforce — management included. I have yet to meet any member of management that supports your agenda to whip the workforce, as a whole, into submission. When I first met you, as a member of the Car Plant Safety Committee, your theme was "co-operation not litigation," and then you proceeded to tell us that you may sue or take out to the parking lot one on one, etc. anyone who chose to

challenge you in the *Oshaworker!!* Those were your words contrary to your alleged spirit of the meeting that does not sound like cooperation and it does sound like litigation. Greg, my article is not meant to be interpreted as "calling you out." Consider it an opportunity and an invitation to understand one who represents what you may consider a working "Grunter." I've worked with and I am one of these people that can work with you to achieve a #1 spot in J.D. Power. Before you came along, we were somebody. Without us, you're nobody. I anticipate your response. My extension is #2827, pager \*97-2827.

Until next time, play it safe. ♣

# Local 222, CAW Picnic Draw Winners – June 20<sup>th</sup>, 1998

*The 1998 CAW Local 222 picnic winners are (from left) Deanna McMaster, her children Kaleigh and Janna with President Mike Shields; and Franka Chopik receives her keys from Secretary Treasurer Dave Broadbent.*



First Prize Winner – Truck: **D. McMaster**  
 Second Prize Winner – Car: **Franka Chopik**  
 \$1,000 Gift Certificate: **Kevin Free**  
 \$500 Gift Certificate: **Carvell Hicks**  
 \$500 Gift Certificate: **Michael Lemay**  
 Colour Portable TV: **J. Seymour**  
 Cam-Corder: **Ken McDonald**

Barbecue: **Doug Beers**  
 Barbecue: **Calvin Tracey**  
**UNION ROD & GUN CLUB**  
 Boat, Motor & Trailer: **Glenn Peel**  
**CAW FAMILY AUXILIARY # 27**  
 Money Doll: **Greta Hope**  
 Blue Light Home Vending Machine: **Rick Adkins**

**WOMEN'S COMMITTEE**  
 \$300 Gift Certificate Halenda's: **Marg Banman**  
**PEC COMMITTEE**  
 Barbecue & Accessories: **Donny Hope**  
**HUMAN RIGHTS COMMITTEE**  
 VCR: **Wayne Oakes**  
**EDUCATION COMMITTEE**  
 Sunshade Canopy & Cooler: **Lisa McArthur**  
 Fisher Price Basket Ball: **L. Mason**  
 Golf Bag: **David Vienneau**  
**RECREATION COMMITTEE**  
 Ghetto Blaster: **M. Graham**  
 Barbecue: **Kevin Kelly**  
**CAW DENTAL CENTRE**  
 Electric Toothbrush: **John J. Castle**  
**AUTOWORKERS**  
**COMMUNITY CREDIT UNION**  
 25" Colour TV: **Glen Hopkins**  
 Children's Draw – Six \$60 term deposits:  
**Katie Gatherall** **Drew Cassells**  
**Daniel Nascimenko** **Cody Mayhew**  
**Sarah Cournyea** **Josh Morin**

## In The Name Of Profits

*District #6 Report – Continued from page 24*

me, I have seniority," well it does affect you. When you get tired of working overtime and want time off, there will not be any excuse that will be good enough to get a day off due to the lack of manpower.

One person said they wanted a Saturday off because their daughter was getting married; the company wanted to see the wedding invitation or a book of matches. It's a wonder they didn't want pictures, a piece of wedding cake or be invited.

Just to go back to my earlier mention of seniority, the last time General Motors hired in Oshawa was 1989, so a person with 10 years is low, next to the former Scarborough workers, but with the reductions the Company is planning before Christmas, the seniority date will be October 15, 1990 with outside date of June 26, 1978 from Scarborough.

Trades are also being affected, I know the Skilled Trades committee has been working very hard to retain as many jobs as they can, and are still working to get rid of all outside contractors. We have an experienced workforce that should be fully utilized first.

The Company now has this "plan to win," the Union also has a "plan to win" but Employee Enthusiasm is number one.

There was a time at General Motors that everybody who worked or parked on their property owned a General Motors product. Also, everybody thought, if they worked as an assembler for 10 years they

had it made, they would get off the line and go to sub-assembly, stock, driving, inspection, become a clerk, go to final finish or go up to the North Plant.

Now the reality is management are taking our bargaining unit work to preserve their own existence, they are eating their young and each other in the name of greed.

People used to be loyal to General Motors for life, for allowing them to work in their plants, always buying GM products, telling their friends, neighbours and everybody else to buy GM products. In the 1970s it was muscle cars and bigger was better, GM was Number 1.

In the 1980s it was "buy the cars your neighbours built." GM was Number 1.

In the 1990s it was "we must be competitive" but with who? General Motors owns shares or stock in just about every car manufacturing company in the world, they are Number 1.

Now the Company wants to be Number 1 in the J.D. Power survey. They plan to "Crush the Concord" only they are crushing their employees, the people who build quality and quantity of vehicles daily, all in the name of corporate greed.

Tell your neighbours, friends and relatives how GM is treating you; outsourcing our jobs; not allowing you to take time off for any reason, and talk about all the people on layoff who are struggling to pay bills, running out of SUB credits and IMP

benefits trying to put food on the table for their families.

Many companies that are Number 1 in their field treat their employees with respect and dignity because they realize who helped them become Number 1.

I drive a GM product, but my next vehicle may be a Concord or somebody else's product until GM stops selling out plants, outsourcing our jobs and laying people off.

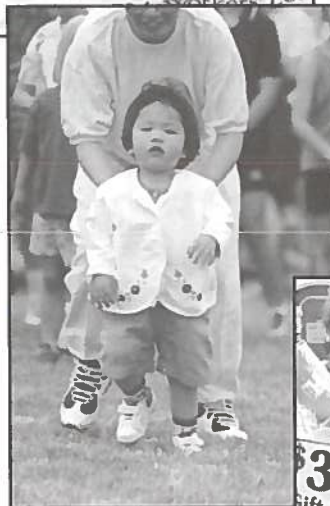
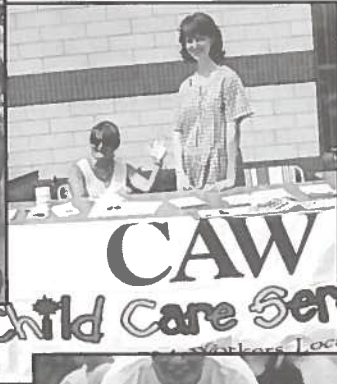
## Updates In The Plant

Some people have raised this issue, I like to keep everybody informed through the *Oshaworker*, that is why in six years I have missed only one article. If I put an update in the plant it will be for something that must be addressed immediately, that affects everybody or certain departments. I like to talk to the people personally so that rumours can be put to bed early, and you get the answers to your questions from the elected reps. I do try to update them daily on what is going on, or I get the answers they require if on nights. We are all working together for you. I also do not believe in updates in the plant and the same article in the *Oshaworker* one week later because it is a waste of membership money.

Until next time I'm only a phone call away! Pager \*97-4694, office 644-4694, outside pager 1-800-361-6793, enter PIN #4694, then enter your phone number, with area code please. 🍁



# 1998 CAW Local PIC





# al 222 Family NIC



# Car Plant Devestation

By Pat Blackwood,  
Skilled Trades, District #10 Committeeperson

**R** District  
#10  
**REPORT**



**T**HE UAW HAS JUST CONCLUDED a 54-day strike with General Motors. This strike was the latest of 13 walkouts since 1996, all of them with General Motors. General Motors declared after the strike that it would not be "business as usual." In Canada they have brought out the "bat" and are beating the Car Plant workers. The Car Plant Manager Greg Deveson has declared war on the Union and its members in the CAW.

## GM Will Never Learn

During the dispute in the States, the media attacked General Motors, as Labour experts and industry observers said, that for GM to reach its goal of becoming leaner and more globally competitive, General Motors needs to make fundamental changes to the way it deals with the UAW — soon! In Canada, the same goes for General Motors Management and the CAW.

## Collision Course

Since returning from layoff, we have had major problems in the Car Plant. The rookie plant manager feels he can implement stupid rules, and not deal with the CAW reps. The same plant manager who shut off water fountains, washrooms, air, steam and electricity in the plant while we had tradespeople still at work, to save money, blew about \$20,000 on a campaign to "Crush the Concorde." This

type of campaign shows just how weak General Motors really is!

CAW members in Brampton, Ontario, proudly make the Concorde. These CAW members helped make the Concorde #1 in the J.D. Power Study. These people are not subject to the same idiotic rules Mr. Deveson is forcing down our Car Plant members' throats. I might also add they are not our competition!

## Mismanagement At Top Level

Our problems in the Car Plant start and stop at the plant manager's office. Our competition is trying to continue to be productive and put out good quality, at the same time Management is putting a bat to you! Our Car Plant members made our product #2 in the J. D. Power Study prior to these "new rules" being implemented. Our Car Plant people have the ability to make our product #1, **but the way Management is going it won't be anytime soon.**

## Wake-Up GM

The Shop Committee has done everything in its power to try and point out to General Motors Management as high as the President's office that the Car Plant people are fed up with the treatment they have been receiving. Maureen Kempston Darkes refused to meet with the President of the largest CAW Local in Canada and the Chairperson from the General Motors

Unit. Mike Shields and Tom Hoar ended up meeting with Jim Cameron in her place. If Management in Canada do not want to intervene, the only other avenue would be to go to Detroit.

## Believe It or Not

The Car Plant soon will be part of Ripley's Believe It or Not. People are being requested to bring wedding invitations in to prove they attended weddings. When that doesn't satisfy Management, they ask for the little book of matches. It is becoming very important in the Car Plant that if you take a day off, you had better gather as much proof as you can. I made a suggestion at our Shop Committee meeting that a person who attended a function and might have had too much to drink, should be bagging the evidence instead of heaving it down the toilet. Management could always send it out and have it tested for DNA.

## Easy Fix

There is an easy fix for all of this. All Management has to do is promote Mr. Deveson to his next level of inability. General Motors in the US did their best to break the UAW. It didn't happen and they agreed to a method of resolving disputes. In Canada, we are hitting the same brick walls the UAW met. We are prepared to

*Continued on page twenty-nine*

## Your Human Rights/Employment Equity And Female Advocates

### Truck And Battery Plants



Harvey  
Ross

Harvey can be contacted  
at 644-1411  
or pager \*97-8685.

Diane can be contacted  
at 644-4175  
or pager \*97-8399.

Outside GM use 1-800-361-6793  
to access the pager network.



Diane  
Cunningham

### Car Plant, South Stamping And Tri-Link



Chris  
Smith

Chris can be contacted  
at 644-1114  
or pager \*97-1114.

Tina can be contacted  
at 644-4330.

Outside GM  
use 1-800-361-6793  
to access the pager network.



Tina  
Moore

*Due to multi-shift operations it may be necessary for you to leave a message.*

*Please include the area you work, shift number and a phone number you can be contacted at. Thank you.*

# Car Plant Devestation

**District 10 Report — Continued from page 28**

go to Detroit to fix the Car Plant problems, and will go there if necessary.

## District 10 Report

With the most recent layoffs and interruptions due to the strike, I have been extremely busy. I did manage to get a two-week holiday in and thank Gary Head for filling in for me.

## Indefinite Layoffs

Some 129 indefinite layoff notices have gone out to trades. The Car Plant Manager seeking a 10 per cent reduction in headcount has generated most of these. At the time of writing this article there could be more numbers as Mr. Deveson pushes for more reductions from construction.

In the last contract, Appendix "R" of the Master Agreement does give the skilled trades workers protection from contracts being let while we have tradespeople on layoff. This, however, doesn't seem to stop Mr. Deveson from turning his nose up to the Master and Local Agreements. We will continue to keep the Skilled Trades membership informed through the Skilled Trades Updates and the Oshaworker. If you are not receiving the Skilled Trades newsletters, contact your committeeperson.

Notice of Indefinite Layoffs as of September 28, 1998:

|                |   |    |
|----------------|---|----|
| Tool & Die     | — | 96 |
| Electricians   | — | 15 |
| Millwrights    | — | 2  |
| Pipefitters    | — | 10 |
| Welders        | — | 2  |
| Machine Repair | — | 15 |

There are approximately nine pipefitters who have not received their notices, since they are currently on a temporary layoff from construction. This would bounce the number of notices up to 19.

## The Automotive Competitiveness Review

I have obtained a copy of the Automotive Competitiveness Review conducted by the Federal Government. The Canadian Automotive Industry accounts for over 500,000 jobs and 16 per cent of the North American light duty vehicle production. It was also the largest investor in the Canadian manufacturing sector in 1996.

## The Canadian Advantage

Canada's automotive industry boasts competitive labour costs and strong productivity. Hourly labour costs average 30 per cent or greater over the U.S. In Canada, pro-

ductivity, the second key factor in automotive assembly competitiveness, increased by 8.9 percent annually between 1993 and 1996. By comparison, productivity in the U.S. increased by only 6.6 per cent annually. In fact, the most productive North American Car Plants for Chrysler, GM and Toyota are located in Canada.

In 1996 the labour cost advantage translated into \$433 Canadian per vehicle at a loonie being worth \$0.73 U.S. Today we are in the \$0.65 U.S. dollar range and the labour cost advantage is only greater.

## Highly Skilled Workforce

The high quality of the Canadian workforce translates directly into high quality production. Canadian automotive plants have been twice as likely to be recognized for excellence as other North American plants. Canada is home to 14 of some 70 North American light duty vehicle assembly plants, yet it has received seven of 25 J. D. Power awards for excellence that have been presented since 1990.

Another key advantage for the

Canadian industry is in its highly educated workforce. In terms of availability of skilled workers, Canada ranks third. It should be noted that the Canadian Automotive demand for skilled workers have been outpacing supply.

## Shortage of Skilled Trades

The study says the automotive sector must also prepare for the retirement of its current employees. Some manufacturers (not GM) estimate they will require as much as 30 percent more skilled tradespeople and technologists in the next decade. The industry expects this will lead to a severe shortage of skilled labour in key trades such as general machinists, tool and die makers, mould makers, millwrights and industrial electricians.

There is another life out there outside General Motors. General Motors will probably wakeup too late!

If you have any concerns, first see your supervisor, and then call your committeeperson. I can be contacted by calling 644-3780.✶

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CAW  TCA  
CANADA

# Trying To Reduce Lay-Offs

By John Gibb,  
District #12 Committeeperson



**R** District  
#12  
**REPORT**

**L**ET ME FIRST SAY THAT I HOPE those who have had their holidays enjoyed a safe and well earned rest. We all know how short they can be, and for those that have yet to have them, it will be a little easier now that the strike in the States has ended.

On Friday, July 31st General Motors informed the Union of upcoming lay-offs some of which are due to reductions in Peregrine and some from General Motors' reducing. Here are the numbers that are being reduced from Peregrine and General Motors and the effective dates. It should also be noted that the reductions from Peregrine are to be by seniority from those employees who have returned to work. Applications are on file.

Notice of indefinite layoffs of September 28, 1998:

|                |    |
|----------------|----|
| Electricians   | 15 |
| Millwright     | 2  |
| Pipefitters    | 10 |
| Welders        | 2  |
| Machine Repair | 15 |
| Tool and Die   | 96 |

As your Committee we intend to do everything in our power to get these numbers reduced, or removed altogether. But as most of you are aware we are dealing with a very arrogant employer. This not only applies to the top floor in Detroit but to many of the front line supervision.

## A Dinosaur Or An Alien

We have had a meeting with Greg Deveson the Car Plant Manager who for all intents and purposes appears to be from this planet, but with his latest management initiatives would make anyone wonder. No newspapers in the plants, no cell phones, staggered shift start times, next he will be banning chewing gum as we probably can't work and chew gum at the same time. At a time when employee/Company relations are at an all-time low, this Alien thinks he is helping. There is an old saying that goes something like this: "There are two ways to get people to do what you want, one is to lead them and the other is to push them. Leading people gives a sense of satisfaction, pushing people just makes

you tired and them angry." So Mr. Deveson as you get tired and we get angry think of this: We in Canada are honest hard-working people who take pride in the work we do. We also have a great deal of tolerance for other cultures and ways of doing things. As you go about the important job of running the Car Plant keep this in mind: **Do Not Mistake Tolerance For Weakness.** Many of us were here before you got here and many of us will be here after you are gone. The only difference between then and now is how we respond to your management style. I can assure you we will still build a world class product regardless of any stupid rules that are put in place. When you leave Canada for your own planet or whatever frozen glacier you crawled out of your impact on us as workers will be like removing a pebble from a lake, no trace or remembrance will be visible.

## Labour Board Hearing On July 15th, 1998

Myself and John Scanlan along with the Company and their lawyer went to the Ontario Labour Relations Board, (OLRB). The hearing was Chaired by Madam I.M. Stamp. The case was brought by a welder in the plant who believed that he should not have been bumped at the anniversary transfer time by a more senior welder due to his interpretation of the collective agreement even though he himself has used the anniversary transfer to bump other junior welders. This would be a bad case for us as a Union to lose because if he is successful this will effectively stop all seniority bumps, something that we have enjoyed for many years, and has on many occasions allowed us to get away from a particular supervisor or area that has become an intolerable place or individual to work for. At the time of writing this, I still do not have a ruling, I will keep you posted when this ruling comes in.

I have been pursued by some tool and die makers in the Battery Plant to cancel an agreement that has been in place for many years that had red circled mould makers so that all tool and die makers in the Battery Plant would receive mould

maker rate. I have had discussion with all the parties concerned with the result that, at this time the Company will not change the present agreement.

Also on the 9th of July, we met with the National Office to discuss the agreement that was signed on February 5th, 1998 that gave 19 certain tool and die makers, regardless of seniority, the right to be retrained in another classification. This was seen by all parties to be wrong, as seniority should be the criteria for any retraining and not some last-minute agreement signed in haste at election time. There were some other issues that needed to be addressed. Red circling for some low seniority tool makers that in effect made them untouchable. All parties at the meeting agreed that this agreement should be cancelled and that now has taken place.

At the Shop Committee meeting we had a presentation from brother Dave Bulmer, a production worker who has taken it upon himself to fight the company, on their policy of making employees go to their doctors for a note, even if they have only in some cases been out for a day with an upset stomach. Also some employees after they have given their note to the benefit office, are made to go back to their doctor when they return to work and get a copy of the first note. This is an abuse of the Health Care System in this province, a health care system that is already overburdened with sick people. This is wrong that General Motors can use the system for its own agenda of fighting absenteeism. All taxpayers in this province should be outraged and I would ask you to voice that outrage with calls and letters to: The Honorable Elizabeth Witmer, Ministry of Health, 10th Floor, Hepburn Block, 80 Grosvenor Street, Toronto, Ontario M7A 2C4, or any of your own provincial politicians and express your disgust that the health care system is not a corporate tool to be used at the expense of the sick and infirm in our society. 🍁

# I Wonder

By John Roberts,  
Zone 12 Alternate Committeeperson,  
and Education Committee Member, Tyler-GM Unit

**R** Zone 12  
**REPORT**



**O**NE WOULD HAVE TO WONDER IF THE RECENT strike in Flint was nothing more than a well-orchestrated hoax by the Company. First GM allowed the working conditions to deteriorate to the point that the Union had no choice but to issue them with the five day letter.

As if that wasn't enough, the Company removed dies from the plant during a weekend when nobody was around. It's one thing to make us work under the conditions that they do, but to threaten to move jobs, they (GM) knew what the reaction would be.

Prior to going out on strike, GM had over 600,000 vehicles worldwide sitting on the dealers lots. With the inventory not selling as fast as they wanted, GM had to think up of a scheme to reduce it. So rather than layoff the workers on both sides of the border, GM created a labour dispute with the Americans to make it look like the Company and the Union were feuding. The general couldn't look bad in the eyes of the public by laying off the workers because they (GM) mismanaged the Company, so they saw an open window and brought the Union into it. Obviously the Union had no choice but to respond.

If this was not the case, then maybe somebody can tell me why every Assembly plant started back up at Full Production on August 3rd.

## 1996 All Over

With our contract about to expire in a little over a year from now, I can see the fires burning around the plants again. Words alone, cannot describe the relations between the Company and

the car plant committee, but then again I shouldn't be surprised, look at who is the root of the problem, Greg Deveson, a Yankee. For the short time that Deveson has been in control of the car plants, he has managed to bring the moral of the workers to an all time low. A word of advice Greger, if you don't want to get called and asked why you cost the Company a couple of billion more dollars, you and the puppets under you should leave your most valuable asset "the workers" alone and let them produce world class vehicles.

We were building them before you got here and we will build them when you are gone.

## GM, Ford And Chrysler

If I was a shareholder in the Company, which I'm not, I would be asking why can't management get along with the workers and the Unions (CAW & UAW) the same way that Ford and Chrysler do. Maybe the share holders should take a look at who is making decisions on their behalf and decide cleaning house might be the solution. Try bringing in somebody from outside the organization to run the show. They can't possibly do any worse.

## In Conclusion

I would like to say so long for now to somebody that not only was a co-worker, but somebody that I considered a friend. I'm talking about sister Diane LeBlanc. Diane passed away on Monday, June 29th. May you rest in peace.

Until next time...take care. 🍁

# The General Still Doesn't Get It

By Dave Sitaram,  
Zone 35 Committeeperson,  
Battery, South Stamping, Tri Link, Control Arms

**R** Zone 35  
**REPORT**



**T**O ALL THE MEMBERSHIP:

I certainly hope you and your family had a safe and fun-filled vacation.

As we return after the strike in the States, a number of very disturbing issues have surfaced throughout the GM chain, North America wide.

Less than 24 hours after returning to work, Jack Smith, GM CEO announced massive re-structuring to both GM assembly and the Delphi division.

Jack Smith said they are dead serious about reducing heads and closing plants.

The only conclusion you can come up with, anything that can be outsourced will be sent to lower paying factories. Many of them are non-Union and pay

their workers minimum wage, and in most cases little or no benefits.

At the time of writing this article, I still don't have a full grasp on how this will affect the Delphi operation in Canada. When the information is available we will make sure you are fully updated.

President, Mike Shields, Brother Bill Mutimer, Brother John Taylor and myself went to Flint Michigan to get a first hand account and show our support for the UAW workers.

It became clear their issues are the same we encounter up here. Example: work standards, line speed, outsourcing, health and safety issues and the Company reluctance to live up to commitments they negotiated with the UAW in 1996. It

is a slap in the face to all GM employees that after a crippling strike they are back to their old ways of managing.

## The General Still Doesn't Get It

The issue of reading materials is just one of many that keeps adding to a list of growing issues that is creating a wider gap between workers and management.

I can honestly say in the 21 years I have worked in GM this is the lowest morale has been in the plants.

The facts are Oshawa's three assembly

*Continued on page thirty-two*

# Skilled Trades Zone Update

By Terry McDonald,  
Zone 40, Shift #2, Skilled Trades Council Trustee

**R** Zone 40  
**REPORT**

**I** WOULD LIKE TO START WELcoming everyone back to work that was on lay off or on holidays. As we all well know this was a summer that started with a lot of promise, but ended up with a lot of uncertainty. In Zone 40, we started with all the M/R's on layoff being recalled to the Truck Plant for GMT800 Project. This was originally intended to last three weeks in May, but with the persistence of John Scanlan, John Gibb and Pat Blackwood, most of the recalled M/R's were kept until the end of the summer shutdown. We currently still have some of these people still working in the Truck Plant as well as some in the Battery Plant. I have made it a point whenever I am in any of the areas I represent and either notice or am told by another worker that we are running short handed to approach management and remind them that we still have people on layoff and that they can have extra as early as the following Monday.

I have dealt with most of the grievances that I have filed since being elected full

time Committeeman and they have been resolved or moved onto third step. John Gibb has made himself available for second steps whenever I have asked and this alone has helped make the process a smooth one.

On the issues of demarcation, the committee has met on all the issues you have asked to be dealt with up to this point. The resolves have not been written formally but I am told that once the two districts and chairman vacations are out of the way, they will put pen to paper. We should know the answers by the time you read this report.

In the Truck Plant we are still trying to work with management on having the AVO agreement brought back. John Gibb has meetings set up with Gerry Meek (who appears to be the stumbling block) for the week of August 17th. We have had discussion with the company on discrepancies in the O/T hours between departments and between shifts. The creafom rack crib job has yet to be resolved and John Bettles, the National Union Rep is slated to meet with John Scanlan on August 21st and try to get

the company to agree that this is indeed maintenance work. In certain areas of the Body Shop we continue to run short handed. In these areas, trades should ensure they are working safely. I have been told by management when we reach the final ramp up target we will start working every Saturday on days and every other Saturday on midnights.

## South Stamping

In South Stamping we have had some problems with mandatory O/T on Saturdays for the maintenance trades. John Gibb and myself met with Tom Murdoch to discuss this problem. What we have agreed to do is we will post a sign up two weeks in advance. The company will notify us of how many trades for each classification they want and if they don't get the numbers, then and only then will they start forcing people to work. They have agreed to allow people the flexibility to work other shifts. This agreement pertains to only O/T scheduled for non production type work.

*Continued on page thirty-three*

## The General Still Doesn't Get It

**Zone 35 Report — Continued from page 31**

plants are in the top 10 in the world for man-hour quality and time to complete a vehicle. These plants are world class.

GM executives claim they have to change non-competitive work practices.

The reality is reading a few lines between jobs does not affect quality or reduce production. Many in the plants do not have time to read, period.

I can only conclude it's GM policy to have workers similar to their robots, as opposed to motivated and enthusiastic workers.

The theory of a happy worker is a productive worker still has not hit the management manual.

### Battery

Delphi hired gun Ed Northern said "For any business to succeed you must listen and address the workers' concerns, as they are the ones who will get the finished product out the door." Ed spoke of the importance of communication in any organization.

It is apparent most of what he said fell on deaf ears. During the two weeks of summer vacation a number of ill conceived and

poorly designed changes were implemented all in the name of reducing heads.

Many of those changes proved to be a nightmare for the operators. The end result was a vast reduction in production.

It is obvious management made major blunders with their poor design and ill advised plans to eliminate jobs and this has back fired in a major way.

The Battery Plant was the best in North America in 1993 and today it's the worst.

The majority of the hourly workers who made this plant world-class are still in this plant. However, a change in management and the rush to eliminate jobs is the greatest obstacle that lies in the successful future of this plant.

Management must get out of the boardroom and on the floor, be prepared to listen to the workers and finally do not blame the workers for their mistakes.

### South Stamping

This plant is one of the best of the metal fab plants in North America. However, typical of GM management they cannot understand if it's not broken, don't fix it. I said

months ago the decision to put Dave Sands as production manager is a step backward. He had the job before and screwed it up, now he is back. To put it bluntly he could not manage a one-car funeral. He chooses to violate the agreement, does not believe in seniority rights, has a major problem with communication, and believes anything that goes wrong is the workers' fault.

My opinion of Sands is the same as it was years ago, an incompetent person, with no leadership ability, poor people skills and totally anti-labour.

My recommendation is to put him where he was before, shuffling papers and collecting his large salary.

GM is on a mission to recover money from the U.S. strike. If you are serious about this, can someone explain why would you need all the supervisors when 90 per cent of the workers are on layoff?

In closing I had an opportunity to meet night shift supervisor Bennie Denny. What a piece of work he is. Bennie, you were part of the North Plant problem, so I suggest your retire (again) because we don't want you to screw the South Stamping Plant. 🍀

# "Thank You CAW Local 222 For 15 Years Of Support"

**M**ANY CAW LOCAL 222 MEMBERS will not be familiar with the services of the Durham Region Unemployed Help Centre. Others will be all too familiar with the services as they have joined the ranks of thousands of other community members who called upon the services of the Help Centre to gain assistance in completing Canada Pension Long-Term Disability forms or assistance in job search techniques for family and friends or, in the past, for advocacy services with WCB and UI claims.

The Unemployed Help Centre can proudly proclaim that they are the only Durham Region community service originally started and continually supported by the labour movement.

The Help Centre was started out of labour's concern on the rising number of their brothers and sisters laid-off and otherwise unemployed due to the recession in the early 80s.

The Ontario Federation of Labour, under the direction of OFL president, Oshawa's Cliff Pilkey, held 23 forums across the province to bring full public awareness to the plight of the unemployed workers and to draw upon the input of community members to recommend solutions.

The last of these forums was held at the UAW Hall on Bond Street with over 100 people in attendance.

UAW president Bob White contacted our labour representative and advised of labour sponsored Help Centres to assist

the unemployed: the Oshawa and District Unemployed Help Centre opened its doors April 4th, 1983

The UAW demonstrated its concern and commitment to the cause by providing office space behind the UAW Hall on Bond Street. Representatives from the UAW Oshawa and District Labour Council joined forces to form the first Board of Directors for the Help Centre.

Many of the more senior labour members will recognize names from the directors listed below:

Dave Broadbent, Des Dubreuil, Wilf Duffield, William Fairservice (deceased), Carl Finley (deceased), Bev McCloskey, Hugh Peacock, Nester Pidwerbecki, Tom Simmons (deceased), Ken Thibeau, Ilene Watts, Jim Wilbur.

The Help Centre with a full-time staff of three: John Bunner (Manager), Wayne Cragg (Counsellor), Linda Smith (Secretary).

Originally the Help Centre was to provide advocacy and referral service to non-union community members who were unable to gain assistance through union service representation.

The CAW again demonstrated its commitment by inviting Help Centre staff to gain knowledge in UI, WCB, Canada Pension Legislation by participating in their training sessions.

Of immense benefit to all that called upon the advocacy of the Help Centre was Wilf Duffield, founding and present Board member. Wilf volunteered his time daily to pro-

## STATISTICS:

1985 — Served 792 • 1997 — Served over 12,000

### Locations:

#### Oshawa:

Durham Region Unemployed Help Centre  
15 Colborne Street E.

Phone # 579 1821

e-mail [Info@unemployedhelp.on.ca](mailto:Info@unemployedhelp.on.ca)

#### Pickering:

Career Assistance And Resources For Employment (CARE)

1400 Bayly Street, Unit 12, Pickering, Ont.

Phone 420-4010

e-mail [CareAdmin@unemployedhelp.on.ca](mailto:CareAdmin@unemployedhelp.on.ca)

WEB SITE: [www.unemployedhelp.on.ca](http://www.unemployedhelp.on.ca)

vide first-hand extensive knowledge of the WCB, UI Legislation. Thanks to Wilf's vast knowledge and understanding thousands of dollars in benefits have been reclaimed. Wilf still continues to be an active member and supporter of the Help Centre.

Another regular weekly volunteer was the late Tom Simmons. Tom served as treasurer and was very diligent in his accounting practices.

The Help Centre soon expanded on its services as many unemployed came to the centre for assistance in their job search. A federal government fund provided a start-up fee in support of this service.

Provincial funding was gained the following year. Today the Help Centre continues to receive provincial funding for the Ministry of Education and training to run the job search program for long-term unemployed — Job connect.

The federal government supports the Help Centre through the Opportunity Fund to run CoachAble's a job placement service for people with disabilities and through the three-day Job Club.

The Help Centre currently has a staff of 10 and has opened an additional facility in Pickering. Our extensive range of services include individual and group counselling, workshops, resource centres, and use of computers. We serve over 7,000 people a year.

The CAW continues to partner with the Durham Region Unemployed Help Centre — President Mike Shields sits on our board and the Help Centre continues with the original OFL philosophy to give unemployed workers a hand up—not out!

We are very grateful to the support of the CAW Local 222 and encourage members and their friends and family to visit us at one of our two locations or on our web site.

### Thanks, CAW Members!!

The Help Centre receives funding from: CAW Local 222, CAW Retirees, City of Oshawa, Human Resources Development Canada, Ministry of Education and Training, United Way Oshawa/ Whitby/Clarington, United Way Ajax/Pickering. 🍀

## Skilled Trades Zone Update

### Zone 40 Report — Continued from page 32

We will still be required to work when the Car Plant is scheduled.

On the issue of the maintenance Crib we were told that it will be manned by maintenance people first, and or O/T purposes. If we can't get anyone from the maintenance trades they will put someone from the tooling department in there.

### Battery Plant

In the Battery Plant we have seen a lot of changes in the battery building process. The trades had a very busy shutdown and did a great job in getting the plant ready to resume production when the shutdown was complete. The Maintenance Department is still under manned, as a result a lot of times equipment has to remain down until the proper trade can get to it. I still have some

demarcation issues for the Committee to look at and I have spoken to the Committee to look at a time frame to do this. With the number of maintenance trades reduced in the plant and the work load getting bigger with the ongoing changes to the battery process we have to ensure other trades are not doing our work. If you feel this is the case you should put a call in right away for your Committee-person. We still haven't been given a definite word on the fate of the plant, but one would think with all of the changes taking place in the plant to increase production output this will bode well for the viability of this plant.

One final note to all the trades, if you see outside contractors in your plant and feel they are doing our work please put in a call right away for your Union Rep. 🍀

# Down The Line

By Dan Wilson,  
Zone 44 Alternate Committeeperson, Trim and Hardware

**R** Zone 44  
**REPORT**



**W**ELCOME BAA... UGH!! SORRY ABOUT THAT, BUT that knee-to-the-groin courtesy of Greedy General Motors management kind of caught me off guard. After reading the glowing comments in the "Harbour Report" and "Ward's Autoworld" I assumed our efforts would be rewarded, after all we we're number 1 in NAO. How foolish of me for forgetting who I work for. It seems as though the antiquated management mind set of punishment for increased productivity and quality still prevails. The more you give the more they want. Record profits and productivity do not qualify you for dignity and respect.

Ford and Chrysler seem to be motoring along quite well with less profits, yet the GM bean counters scream for more. Another thing that kind of strikes (no pun intended) me funny is that even though Ford, Chrysler and the imports have gone through the same changes as Greedy Motors, I don't recall any strikes at these corporations. Same workers, same Union, hmmm... makes you wonder doesn't it.

To tell the truth, it pisses me off that the irresponsible and pig-headed management of this corporation in their arrogant wisdom, choose time and time again to threaten the livelihood not only of every GM employee, but also the jobs of the employees of thousands of spin off industries. Simply because they felt it was time for a "biggest dick" contest. Apparently they lost and their sore loser response is to make us pay. I mean how can you claim poverty and that your returns to your stockholders are insufficient one minute then toss away \$2 billion to \$3 billion the next.

Management is very serious about recouping these losses. There has been discussions regarding the allowance as well as the possibility of a continental shift. (I wouldn't be surprised if this was some type of attempt to weasel out of overtime premiums. By the way was that continental shift or shaft? We've all heard about the 10 per cent reduction of manpower in the Car Plant. (I wonder how many engineers and supervisors that works out to?) Wouldn't it be a little easier to stomach these reductions if the so called "fat" were actually identifiable. But this is not the case. Supervision has supposedly been told to go out on the shop floor and invent ways to dispose of bodies. Bloody sickening. Next time you receive a letter from Maureen Kept-In-The-Dark telling you employees are this companies number one asset, don't you for one second believe it. Based on my experience we are in their eyes nothing more than a renewable resource. No different than a ton of steel or a gallon of paint.

In a related matter I would like to stress that you should be aware of the job reduction program "ideas for Axellence." Please think carefully about the consequences of your actions. In return for a couple of bucks and a shiny plastic bag you could be taking the food off somebody's table.

Just to show you how deep these cuts are going. I've even heard they want to cut the cost of maintaining their "free" vehicles, i.e.; car washes, oil changes, etc. One is left to wonder what type of savings would be released should these freebies be sold and this program cancelled. (Cut deep fellas but not deep enough to cut yourself, eh?)

Oh yeah, I almost forgot. The only cost reduction proposal that I liked was the reduction of O/T, but looking over the Saturday

schedule, you have to wonder if they have been too busy trying to catch you sneaking a peek at your newspaper to implement this initiative. Speaking of newspapers, we've been told the reason for their banishment was in the interest of quality. It seems to me that management do not want you rushing through your job for the purpose of earning a little recovery time. Instead you are to use the full time allotted to ensure a quality product leaves your station. Your allotted time is laid out on a Assembly Line Balance Sheet (ALBS). There is an allotted time for each motion you make while completing your job i.e.; walk one pace, get your gun. Each and every appropriate time allotted for it. Add these up and you get the total time allotted to complete your job. This should also coincide with the time between the release of one vehicle and the light coming on at the end of the next in stop and go stations and the time it takes your job to pass through your station on straight lines. As easy as that sounds, GM's trained professionals seem to have a hard time putting these ALBS together accurately. Very rarely have I seen an ALBS. that hasn't had missing elements, been charted incorrectly or the elements sequenced incorrectly etc.

Therefore I feel it is essential that every brother and sister be able to decipher these ALBS. (there should be one at every bench) to ensure you have been allotted the appropriate time to complete your job. By the time you read this I hope to have met with the Education Committee to discuss putting on a seminar at the hall focusing on Standard Data, Time Study as well as reading your ALBS. When you are able to analyze your ALBS. correctly you will be able to ensure there are no missing elements and the correct times have been allotted. I believe it is in your best interest to fully utilize that time on each and every job. Remember, not a second should be spared or quality could be a victim. You know what I mean?

## OHSA: Occupational Health And Safety Act

Rumor has it there is still some confusion in the minds of certain members of supervision regarding their obligations and our rights under the Occupational Health and Safety Act. Let's look at the hypothetical situation. Let's say one of the parts a worker installed, hush pads for instance, had a strong chemical odour that was felt to be causing lightheadedness, dry mouth etc. My Guess would be that this concern would be brought to the attention of the worker's supervisor. Now, let's say the supervisor's response was that he was looking into the matter and expected the worker to keep using these parts. Upon more vigorous expression of the worker's concerns and discussion regarding alternate resolutions, the supervisor informed the worker that exercising his or her rights under section 43 of the OHSA by refusing work that the employee had reason to believe wasn't safe, that if the hush pads had subsequently been deemed safe by qualified personnel that the employee would be subject to discipline.

Was this supervisor incompetent under the Act? Did the worker have the right to refuse? Did the worker have grounds to pursue charges against the supervisor under section 50 of the Act?

Section 43 (3) states "A worker may refuse to work or do particular work where he or she has reason to believe that; (B) The physical condition of the workplace or part thereof in which he

*Continued on page thirty-five*

# No Lesson Learned

By Ron Carlyle,  
Zone 62 Committeeperson

**I**T'S QUITE OBVIOUS NOW THAT General Motors, who recently lost \$2 billion and endured a seven week strike by our brothers and sisters of the UAW, still doesn't get the message.

The Flint Michigan strike was brought on by the almighty Generous Motors who reneged on mutually signed agreements (their 1996 contract).

Sound Familiar?

Of course. It's the same arrogant, untrustworthy, money-hungry corporation on both sides of the border.

This company has repeatedly lied to their workforce, cheated the people who have worked their tails off and produced many profits in return, and abused our everyday working conditions! These no doubt will be many of the same issues come bargaining time with us (CAW) in September 1999.

For example; when our members returned to work the first week of August, they were sat down and threatened there would be new rules in the workforce. i.e.; removal of papers, novels, etc would be outlawed and strictly enforced with discipline.

It's quite realistic to see that management is going to pound on our membership more since the UAW strike in the United States occurred. In simple terms, they are going to make someone pay for the inconvenience and embarrassment of the shutdown.

What most of us can't figure, is with our productivity gains here in the Oshawa plants (daily throughout, quality, etc.) why does this company insist they need to beat up on us some more?

The overall morale (obviously something GM management doesn't care about) is the most dismal in the Big Three Automakers (according to outside independent reports). Does the company not understand this causes a strained relationship through out the entire chain, especially at contract time.

You don't see this bully type of relations at Ford or Chrysler, that's one of the main reasons why those companies have not endured strikes in some time. Many of the top auto analyses in North America have agreed that the unions that represent GM workers (CAW & UAW) have an extra burden when dealing with GM management on working conditions and other related issues.

We here in District #4 for example, requested to sit down with upper management and discuss the latest threats and propaganda. As usual, they refused to logically come back to any compromise on any of the comeback policies or issues. We did remind them all (once again) to get out of their cozy, air conditioned boardrooms and get a smell of reality on the shop floor and talk to the men and women who make the cars and trucks and produce large profits for this compa-

**R** Zone 62  
**REPORT**



ny. This kind of continued selfish attitude will no doubt result in a labour dispute (strike) come September of 1999. Again, there is still time to start treating our membership with dignity and respect, but it should start soon, as our members' patience and morale are growing critically short.

Speaking of profits and quality gains, here in Canada you would wonder why there is not more product being produced and assembled here in our Canadian plants. With our 3 year lock in contracts, outstanding quality, productivity gains, and our low dollar (50¢ on the buck) you would think General Motors would push for more vehicles and parts to be made by our Canadian (CAW) workforce.

## EI And SUB

As most of you are aware now, there was a disqualification period for EI (UIC) and SUB immediately after our two week designated summer shutdown. The amount of weeks you were penalized for was based on your gross amount of vacation pay you received and holidays you took during the year. There was much confusion, since we have never had a lay-off right after summer shutdown for many years. When we last did, you probably remembered that unemployment and SUB benefits were paid to us with no penalties. You can thank your federal governments of the last few years for closing these benefits for our members. Some members (as usual) tried to blame the Union for this injustice, but the straight facts are, it was the governments who are in bed with the big corporations like GM who wanted this new legislation changed in their favour. It's just another stab at the middle class working men and women in this country.

Also anyone who has trouble or inquiries with their EI and SUB, please be patient. Remember we only have two full-time reps and no doubt they will be very busy until this mess is cleaned up.

In closing, I would like to welcome Dave Broadbent (Secretary-Treasurer) back to our union hall after a lengthy illness.

Remember there is us (union) and them (company). Trust us, not them!

Until later, have a good day. 🍀

## Down The Line

Zone 44 Report — Continued from page 34

or she works or is to work is likely endanger himself or herself."

Section 50 (1) states "No employer or person acting on behalf of an employer shall (A) Dismiss or threaten to dismiss a worker; (B) Discipline or suspend or threaten to discipline or suspend a worker; (C) Impose a worker, because the worker has acted in compliance with this Act or the regulations..." But wait, there's more! Could it be that a certain superintendent thought he could order a worker who had exercised his right to refuse under Section 43 to work on a hazardous

breaker panel. (This was not only the worker's belief, but that of a qualified tradesman as well). I imagine how incompetent he would have looked had he blown a gasket and tried to fire the worker representative of the Joint Health and Safety Committee for his involvement in the investigation. Only the "phantom" knows...

I hope this clears up any confusion.

Next month; EI - EI - EI - Owe. Employment Insurance Clawbacks. Will they affect you?

See Ya...Down the Line. 🍀

# The Facts Of Life On Unjust Discipline

By Loyal Hopson,  
Zone 66 Committeeperson

**R** Zone 66  
**REPORT**



**T**HE FOLLOWING ARTICLE DESCRIBES AN EVENT THAT should never have occurred. It shows that the employee is always guilty, if the boss says so. It shows that "just cause" is not a requirement to apply discipline. It also shows how fragile our employment with General Motors really is. If the boss is out to getcha, he probably will.

Three employees were put on notice of discipline for violation of plant rule #6. The disciplines were precipitated by the general supervisor and the interviews were conducted by that same general supervisor. He claimed that on a previous day, the three employees had left their job assignment without authority to do so, and could not be accounted for, for a period of approximately two hours.

**Fact #1:** Their job assignment had been completed, and the three employees were awaiting their next assignment.

**Fact #2:** By his own admission, the general supervisor agreed that they had completed their job assignment.

**Fact #3:** All three employees were equipped with communications radios. Radio contact could have been made at any time, at the push of a button.

**Fact #4:** No attempt was ever made to contact these employees, by radio or otherwise.

**Fact #5:** Again by his own admission, even this general supervisor had never attempted to make contact with these three employees.

**Fact #6:** No surveillance tapes; no turnstiles rings; no eye witness accounts; no evidence or grounds of any kind to indicate violation of plant rule #6 or any other plant rule.

**Fact #7:** When Committeeman Hopson requested the general

supervisor to give reason for his suspicions, his reply was: "I hadn't heard from them for some time." "I had a sixth sense."

**Fact #8:** These employees all had good employee records.

**Fact #9:** The three employees were assessed one-week suspensions. They served the suspensions and filed grievances as their only recourse, in an attempt to recoup their losses.

**Fact #10:** Special third step meetings were held, and Labour Relations refused to overturn the suspensions, regardless of the lack of grounds.

**Fact #11:** At fourth step, the National Union managed to have the suspensions reduced to three days, and withdrew the grievances.

**Fact #12:** These employees have suffered three days' loss of pay and now have these suspensions on their records.

This manager deliberately and methodically set out to discipline these three people for reasons only he will ever know. And he succeeded.

Labour Relations allowed him to carry out his ambition, by taking their "Pontius Pilate" position. The union was only partially effective, by getting the suspensions reduced, but not removed.

It's unnerving to know that a manager would contrive a case against an employee and proceed with discipline, with no grounds or evidence to support it. It's even more unsettling to see him get away with it. No one is completely safe from a manager who is capable of this behaviour so let's be careful out there. The implications of this event are enormous. The "what ifs" are downright scary.

A year has gone by since this event, but the frustration and anger over the actions of this general supervisor are still very much alive in my mind, and in the minds of three good employees. ✳

## WE'RE GETTING YOUR MAIL!

*Your 1998 Membership Cards and Oshaworkers are being returned to the Union Hall because of incomplete addresses, many due to incorrect postal codes or because we don't have your apartment number.*

*Please call the Union Hall at 723-1187 or 1-800-465-5458,  
or mail in the notice below and ensure you get next month's issue.*

### CHANGE OF ADDRESS

Fill in and return to Local 222, CAW, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4

Effective Date \_\_\_\_\_ Plant \_\_\_\_\_ Serial No. \_\_\_\_\_

Name \_\_\_\_\_

Street No. \_\_\_\_\_ Apt. No. \_\_\_\_\_

City \_\_\_\_\_ Postal Code \_\_\_\_\_

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☐ Retired Member

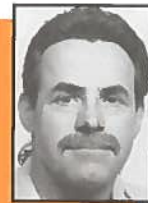
☐ Surviving Spouse

## Truck Paint On Third

# The Way It's Going To Be

By Paul Johnston,  
Zone 102 Committeeperson, Truck Paint Third Shift

**R** Zone 102  
**REPORT**



**T**HE SUMMER OF 1998 HAS BEEN a good one weather-wise, but the pounding we took on our vacation pay allocation weeks made our additional time off difficult for most. I think we all learned a valuable lesson on Government changes that appear to be lame at first but then suddenly jump out and bite you in the ass.

We had some good help from Mike McPhee our SUB and EI Rep, when we were told our services were no longer required to build trucks because of the strike in the States. We then needed to get all of our paperwork in order to collect whatever benefits we were entitled to according to our seniority and how much vacation pay we earned. We will talk about all of this for a long time I'm sure!

The strike in the States was watched world-wide for a number of reasons, one being the outrageous amounts of money the company was losing every day. I watched and listened to the reports each day as we all did and still could not believe the arrogance of the company in expecting to roll over anyone who stood in front of their plans to cut the heart out of their own workers.

The American Autoworkers took this company to an almost complete stand still for the first time that I can recall and were in a position to negotiate an historic labour agreement that could set the ground work for labour in the auto industry for years to come.

But as the details of their newly-ratified contract emerge it does not appear that any earth shattering news is forthcoming. Only that the company is going to extend

one of the plant's lives a little longer. They have returned the dies to their stamping plant and will do some investing in a plant that they had already previously agreed to.

As Canadian Autoworkers we can be proud of our conduct and support of the American Autoworkers as they fight the same fight as us. We can relate to every single lost job and more of our own job security going out the window every day.

### So Much Money Lost

I can't help wondering if the money the company reported as lost during this legal strike (hundreds of millions) was used to establish better pensions and other incentives they would not have suffered as badly in the hands of the consumer as lost customers and the media as poor labour relations bosses. If the figures are fairly accurate the company might have been able to guarantee each worker a job for life with the wasted money. Go figure?

Closer to home we hear that Delphi is on the block to be sold and the Camaro and Firebird Plant in Quebec is in big trouble.

When we came back to work from our two-week designated vacation we were greeted with the already complete removal of our usual seating. It seems the company in their wisdom decided that all the chairs in paint should be replaced with the McDonalds style chairs. Without regards for special needs the old chairs were removed but we have spent a lot of time talking and the Company has agreed to replace the seating for individuals who can substantiate the need on an individual basis.

The ELPO area is still a top priority as everything from safety, job standards, head counts and locker availability are still in the works. As this area was singled out in the change over as hot spot it will take some time to get set up properly. We will continue to put pressure in the Company to get our issues resolved ASAP.

The job rotation in the general hospital was put to rest by our District Jim Beaudry when he met with the paint shop boss and explained our situation.

In the roll test, repair and care line areas all the lockers were removed and placed at the east end of the Plant. Again, this was the Company's idea of changing around the furniture only because someone decided the carpet was getting worn in a certain spot. What it means to us is, we have to walk halfway down the plant to get our equipment to do our jobs and we don't have time to get to our lockers.

I'm not sure but rumour has it that the person responsible for ordering the lockers moved was the same person that decided the roll testers need to shake like hell when going over the new bump plate at the end of the line.

The most common saying from the Company these days is: "That's the way it was and now, this is the way it's going to be."

We know the way it's going to be, up the hill!! Ted and I are just a call away. Until next time!!!! For everyone on Third Shift, I'm at pager # 9131. 🍁

### Attention - CAW 5 Pin Bowlers



**League starts Friday, Sept. 11th  
6:30 p.m. sharp • North End Bowl**

New Bowlers Welcome  
Shift Workers' Bowl Off

Call Les MacDonald (905) 728-9766 or Rick Marshall (905) 576-3573

### CAR SHOW

## 2nd Annual Fall Fest Antique/Classic Car Show

**Oct. 3, 1998  
Newcastle Village Town Hall  
noon to 5 pm**

**Partial Proceeds to the  
Clarington East Food Bank**



# Golf Tournament Results

By Chris Attersley

CAW  
Golf  
League



**H**ERE WE ARE IN LATE SUMMER already, and what fantastic weather we have had for golfing.

On our opening day tournament 85 members hit the golf course. Congratulations to Randy Marcinik and John Byrne with a low gross score of 80; Dave Chiasson had a low net of 71.

At the Quarter Point Tournament the weather was less than ideal, with winds, rain and possible tornadoes in

the area and to top it all off, a power failure at the Club House.

Surprisingly, 65 members showed up to make the best of it. Congratulations to Pete Brzezinski who had the most points with 31. Well done to Bruce Cashley with a low gross of 81; and Wayne Brine with a low net score of 91.

On July 19th the Scotty Reid Tournament was held with 65 members playing.

**R** **REPORT**

Congratulations to Gord Blaker and Ken Colley who tied with a low gross of 79; also to the low net winners Mike Peters 58 and Grant Hinchey 64.

In my next article I will report on the results of the Members and Mates Tournament. Also don't forget our Closing Day Tournament will be held on September 13th at 10:00 a.m.

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17 -07- 1998

July 8, 1998

The OSHAWORKER  
1425 Phillip Murray Avenue  
Oshawa, ON L1J 8L4

*The opinions expressed in this paper are not necessarily the opinions and views of the Editor or the Editorial Board or Local 222 CAW. Every month the Oshaworker receives many interesting letters which we'd like to print — but can't. Please sign your letters to the Editor and include your printed name, address and phone number.*

**E** Letters  
To The  
**EDITOR**



Dan Kewley,  
Oshaworker Editor

Dear Sirs:

The Canadian Cancer Society, East Durham Unit, would like to thank General Motors of Canada Ltd., Peregrine Oshawa Inc., and especially all General Motors and Peregrine workers, for their support in raising a total of \$7,002.81 on April 24, 1998 in our annual Auto Blitz.

All volunteers working at the various gates on that day remarked on the generosity of the auto workers when they were asked to make a donation. It is greatly appreciated.

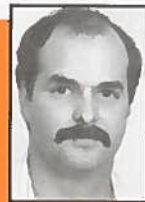
Sincerely,

John Sproule, Chairman  
Fundraising Committee

# Protect Your Family

by Cecil Mackesey,  
Chairperson, Education Committee,  
Durham Region Labour Council

**R** **Durham Region  
Labour  
Council  
REPORT**



**T**ODAY I WOULD LIKE TO speak to you about a young fellow by the name of Shawn Kells. Shawn, a 19-year-old with a very promising future, played defense for the midget team that won the 1993 Ontario winter games. He had been accepted to attend university at Dalhousie in Nova Scotia but first went to a summer job to save some money for school.

Shawn never made it to school, in fact he never finished his first week on the job. Shawn was put to work transferring liquid from a 45 gallon drum into small containers. Fumes in the drum were ignited by a build-up of static electricity.

Shawn suffered severe burns to 95

per cent of his body. Shawn survived long enough to tell his parents he loved them, he asked how he looked then lapsed into unconsciousness and died 18 hours later. This young man's death will always be remembered.

I am pleased to announce that the CAW along with the Durham Region Labour Council and Workers Health & Safety Centre will be offering a free

course — Young Worker Awareness — to our membership's families.

The course will be held the evening of November 18, 1998 at the CAW hall, 1425 Phillip Murray Ave., Oshawa, Ont. Please submit names on the form below to the Hall c/o Cecil Mackesey, Youth Awareness Program. 🍁

**To: Youth Worker Awareness — c/o Cecil Mackesey**

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

# Enthusiasm, What Enthusiam?

by Steve Bullock,  
Recording Secretary, Political Education Committee  
and Durham Regional Council Delegate, CAW Local 222

**R** **Political  
Education  
Committee  
REPORT**



**M**ANY OF US RETURNED TO work after the strike in Flint and our subsequent layoff to the Car, Truck and the various feeder plants that supply GM. Although we all were subjected to the EI changes and took a large hit on our EI and SUB with having to claim our holiday pay, personally I agreed with and supported our brothers and sisters of the UAW. What I do not support is the blatant disregard of Deveson and the Car Plant management, of our right to be treated as human beings.

First is our PAA accommodation. This is being totally abused and is a violation of our collective agreement. Second is denial of union leaves. Saturday overtime accommodation is another issue that needs to be rectified. Management has said to me that they do not want double shifters in on Saturdays because this is a safety and quality issue. You and I know that there is no detriment to quality and safety as we always were allowed double

shifters through the week and on Saturdays. What is the difference whether you pay me time and a half or my opposite or a UR? When I brought to management's attention the Truck Plant allows double shifters on Saturdays I was told this is because they are under a different umbrella. Well I guess the Car Plants and Truck Plants have differing views on Safety being the overriding priority or the Car Plants are seriously undermanned with hourly workers.

The Car Plant Shop Committee has requested meetings with Deveson regarding the above mentioned issues as well as newspapers, and other reading materials, working conditions, grievances, direct deposit, and all the other issues you have brought to my attention and Mark in our zone. Every Committeeperson has relayed your concerns to the Shop Committee, President Mike Shields, Plant Chairperson Tom Hoar and Car Plant Chairperson Ron Gibson. We are all united in keeping you up to date on any

development which can be rectified. At time of submitting this article I can tell you Deveson has said no, no, no to every issue the Shop Committee has brought forth.

I do not understand that if all the Assembly Plants, i.e., Car and Truck are either Number One or Number Two in all of GM's North American operations in price, quality and lowest in hours per vehicle, why we are not treated better by management. Employee enthusiasm is preached but not practiced nor is communication by management to their employees existent, except when issuing unnecessary discipline. I know it sure has dampened my enthusiasm for feeling good about coming in to work and building the top notch vehicles we build day in and day out for this corporation. Until next time. 🍁

# Let's Take On The Company And Their Government

by Larry O'Connor,  
Political Education Committee Member

**Political  
Education  
Committee  
REPORT**



**W**ELCOME BACK, I HOPE YOU had a chance for a nice family vacation without having to worry too much about returning to work, after the General Motors provoked strike in the United States.

Here we are back to work after only a month following the longest strike in my 20 years at GM and the company has turned up the heat on us once more. Jack Smith talked about a new spirit of cooperation, but before the first week was over, we were told "no newspapers on our work bench."

You have to love it; a memo signed by every superintendent and area manager telling us that if you have a few seconds after you completed your job cycle "you

can stare off into space but don't look at the local newspaper." Yes, you can bring your hands down from your head after you have secured the appropriate parts that make the shareholders rich but don't dare use any of your special ability to decipher a crossword. It will take away from the company's "common goals" and make the World's Richest Automotive Manufacturer "Uncompetitive." Strange that memo didn't mention the General Motors profit of \$6.7 billion in 1997. I read that in the newspaper.

I think someone needs to tell Mr. Smith that everyone that signed that non-competitive memo needs a real job. Perhaps a reassignment to an area that doesn't include pushing the envelope of harassment on the real productive workers. Our

shop committee showed some excellent leadership by offering to sit down and talk to the production brass. Maybe Mr. Smith would like to suggest that his production managers should meet with our Shop Committee before they are forced to stage another sit-in to get their attention.

Speaking about people in high places that have lost touch with the little people and the name Mike Harris comes to mind. His government is in such a hurry to kiss the Bay St. Brass, while he continues to take it out on us low and middle income earners. At Durham Regional Council, we have tried to make his downloading revenue-neutral, but it just doesn't work. I

*Continued on page forty-one*

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## Let's Take On The Company And Their Government

**Political Education  
Committee Report —  
Continued from page 40**

don't know where this Tory government gets off reassessing every property in Ontario and shifting so many programs without expecting to offer some help. But this is the same government that gave huge income tax cuts to people earning over \$80,000 per year and cut social assistance benefits by 22 per cent to pay for it. We all pay for the downloading through our property taxes, but I think it is high time we fought back. Our Local has got to debate the reaffiliation to the NDP and to fight this corporate loving government. We need to help get a government that will be accountable to the working people of Ontario. 🍁

## CAW child Care Services

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and Peregrine,  
Local 222**

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1440 Ritson Road South, Oshawa

CAW  TCA

## Employee Purchase Spring Offer

### New 1998 Malibu



3100 V6 • 4-Speed Automatic • Air Conditioning  
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**ZERO DOWN \$242**  
GM Employee Price

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**Chevrolet Geo Oldsmobile Limited**  
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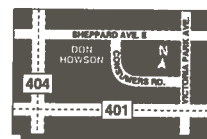
### The New 1998 Chevy Mountaineer 4 x 4



1.6L 16 Valve Engine • Sporty 5-Speed Overdrive  
Air Conditioning • Automatic Locking Hubs • Skid Plates  
Power Steering • Air Bags • AM/FM Stereo Cassette  
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**ZERO DOWN \$226**  
GM Employee Price

36-month SmartLease



Freight (Malibu \$695, Tracker \$525), admin. fee, taxes and license extra. Some mileage conditions apply. Details in store. O.A.C.

Oshawworker Apr 98

# What Else Is New!!

by Rick Cleveland,  
DRLC Delegate & Education Committee Member

## Political Education Committee REPORT



**I** HOPE EVERYONE HAD A SAFE and enjoyable time while we were off. The Sisters and Brothers south of the border went through some pretty tough and scary times and I think that could very well be us next year. It kind of puts things in a different light doesn't it.

Speaking of GM, I find it very insulting when management blames people on S and A or out with a health related reason for not being able to fulfill their obligation to allow use of their PAA's or just plain time off. I find this a very disgusting use of psychology to make us forget that it's the company's obligation to provide for our use of PAA's at least! Science is for the betterment of all people, not for exploitation by a few.

What about this business of holiday pay allocation for EI. Not only is the Company, in some cases, destroying a well-deserved family vacation or putting our senior members into financial uncertainty, this company is making the Canadian taxpayer "You" pay for it!! This is the face of Corporate America, this is the result of **Free Trade Agreements!**

Speaking of Free Trade Agreements, here's one from the North American Free Trade Agreement. The Canadian Government settled out of court in a lawsuit brought against it by Ethyl Corp. of California. The settlement was for \$13 million including estimated lost profit due to the damage to Ethyl's reputation.

This suit was about a Federal Environmental regulation regarding gas additives that are harmful to human health. This additive is banned in California but we get sued for doing the same thing. Another result of Free Trade Agreements. This is

*"Science  
is for the betterment  
of all people,  
not for exploitation  
by a few"*

the first time an investor has sued a State-Canada (You) — under the provisions of NAFTA dealing with trade barriers.

Bill Dymond, Canada's Chief Negotiator on the Multilateral Agreement on Investments (MAI) has stated that closure of the Agreement will happen by the Fall of 1999. Closure means that this Free Trade Agreement will either be signed or dead by then. We've got until then to

make sure that Canada does not sign this thing!!!

There will be an interesting twist to this year's United Way Fundraising BBQ. The theme of this event is "Bring a Child to Union Day." This is a **Family/Community** event. Unions are both! Find out why, join us Saturday, September 12, 1998 from 11:00 a.m. until 3:00 p.m. at the southeast parking lot of the Oshawa Centre.

The Durham Region Coalition for Social Justice will be hosting an open Forum on Downloading onto the Municipalities. Find out why **Your Taxes** are going up this year, when we were promised revenue neutral programs by this Provincial Government! For further information contact: Rick Cleveland at 905-576-8068 or Phil Phelan at 905-571-0582. 🍁

### The "JUBE" Lakeview Park Oshawa Where Durham Region comes to Dance Presented by The Oshawa Central Lions Club

Sept 12 - **SUSPECT** - Rock n Roll (Winners of 1998 CAN. Indie Award) Doors open 8pm - ? \$8.00 Advance \$10.00 Door  
Sept 26 - **RED HARDIE DANCE** 50's & 60's Doors open 8pm - ? \$8.00 Advance \$10.00 Door  
Sept 19 - **SWING SHIFT** - Ballroom Dancing 13 piece orchestra \$10 per Person 8pm - 12  
Oct 10 - **SWING SHIFT** Ballroom Dancing 13 piece Orchestra \$10.00 Door 8pm - 12  
Oct 17 - **NEWFIE NIGHT** - The BAY BOY'S Doors open 8pm - ? \$10.00 Door

Tickets available at the "JUBE", Ray's Smoke Shop 1188 Simcoe St. S., Wilson & Lee Ltd. 87 Simcoe St.N.  
PIZZA PIZZA Shops in Oshawa, Ja Ja Back Beats Lakevista Square  
"JUBE" available for Saturday Rentals (Licenced for 640) Phone 905-576-2230

**BINGO's Sunday thru - Friday Starting at 6:45**

## Employee Counselling Program

Located in the former GenAuto Building at Wentworth Street east of Park Road,  
Union Counsellors work in confidence to assist you and your family  
to solve any type of problem.

This program is available to spouses and retirees.

### Your Union Counsellors



**John Taylor**  
644-4283



**Steve Bobas**  
644-4282

# Get Out, Get Active, Get Involved, Soon

by Mark Cheseborough,  
Durham Region Labour Council Delegate

Durham Region  
**R** Labour  
Council  
**REPORT**



**I** HOPE MOST OF YOU REALIZE that our summer layoff was a sacrifice for the UAW that will work on our behalf, and that our brothers and sisters down south know and appreciate our support as it showed the Corporation there is "Solidarity" on both sides of the border. GM also realized and admitted that relatively few concessions were achieved and at the same time lost 10 per cent of the market share for the month of July (which cost GM \$2.5 billion in lost profits). Then in the next breath the Corporation states it must shed 38,000 workers in North America to become more efficient. Do you believe that? How can anyone representing a corporation make this statement and then not elaborate or comment on how this is to be done and at the same time "hope" to improve communications with the UAW as well as the public.

All around the Durham Region, business, provincial and federal agencies, the school board and the medical establishments are all saying the same thing: shed the workers, improve and become more efficient, contribute more of yourself to their needs (profits) and don't worry about the future. If this massive push for less workers comes into effect, who will buy the product, who will use the service? If you are unemployed you won't be able to afford them, will you?

Secondary school teachers are still contemplating strike action in the early fall

and what with the recent layoffs, the majority of the public shed little sympathy on their cause — while the school boards stress cost efficiency through longer school days and larger classes, and soon a longer school year. Are these workers expecting more of the same, you bet they are; and so they wish to put a halt to these demands by the school boards who recently awarded themselves pay increases before the summer break.

*"How much  
do they think our  
health and recovery  
are worth?"*

The Oshawa General is still understaffed with competent personnel and have stated this is due to budget cuts. How much do they think our health and recovery are worth? Whitby General is slated to be closed to the public soon and budget cuts, as well as lack of knowledgeable personnel have occurred at the Whitby Mental Health Centre.

As a result of all these institutions both public and private being hit by this 90s phase of attrition, organizations such as the United Way and The Red Cross have had fewer donations and consequently people who count on them have been turned away or been limited in any sort of assistance.

Locally, the Durham Region Labour Council is organizing a couple of campaign drives for the United Way and your support would be appreciated in these worthy causes as it goes to help the people of Durham Region. Check out your own area, if out of town, as there will be various charitable drives before the Christmas Season to help those less fortunate than you, and please try to help with what you can as any time is appreciated.

Well, as most of you are aware, "employees are not to engage in any non-competitive work practices during working hours." My question is since Oshawa has been the leading plants in the Corporation, why now after all these years, do the "powers that be" wish to disturb this "fact" with this asinine policy? You'd think they would stand up for their Canadian employees who have made them look good over the years, but "No," their silence is consent to what's happening, and makes us the employees aware of their "fear" of these new Corporate plans. Maybe the tactics are to get the "Mandatory Overtime" back at the next contract talks, take away our rights and a few privileges, then give them back to us for what the Corporation wants "complete control over our time on and off the job." Something to think about, just another woe in this summertime of woes. 🍁



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(905) 831-8311  
95 Bayly St. S., Suite 303  
Ajax, Ontario L1S 7K8  
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**Whitby Hearing Centre**  
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1993 Suzuki 350 off road, excellent condition \$3300, good quality ping pong table & accessories, like new \$125. Call: 705-277-2428

Water circulating pump, 2" outlet/inlet, complete with motor. Call: 905-576-0408 evenings

Custom made solid pine table, 4 chairs & 2 benches, beautifully scalloped sides, asking \$600 obo. Call: 905-436-7448

28' Intruder house trailer, includes shed & deck, good condition, great fishing, Napanee area, Pickeral Park, asking \$5000 obo. Call: 613-373-0277

Air conditioner, 6000 BTU, window type, still in box, made in USA, \$299 no tax. Call: 905-668-1572

Swivel rocker with matching ottoman, dusty rose, like new, asking \$400 obo. Call: 905-723-7468

8 piece dinner set, pots, frying pan, enamel kitchen sink, bathroom mats, new platters, juice glasses, new comforter. Call: 905-725-5306

White 19 cu. ft Moffat refrigerator, 4 shelves, 3 crispers, excellent for cottage \$100, ladies 12 spd Shimano purple bike \$50 obo. Call: 905-579-5948 or 435-5354

1987 Grand National, 30,000 km, like new, must see, never seen winter, serious buyers only, asking \$17,000. Call: 905-427-3765

Left hand North Western golf clubs, bag & cart \$100. Call: 905-725-3087 after 6 pm

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Browning 2000 semi-auto shotgun, 12 gauge plus, slug barrel, asking \$600; 30-30 Winchester lever action & more, FAC required. Call: 905-576-8325

Coffee maker, baby stroller, cat carrier, loveseat, TV stand, mother of the bride dress size 16, milk bottle, flannelette diapers like pampers, golden sheers. Call: 905-728-2601

Computer, 1986 "President" keyboard, monitor, floppy disks, fair condition \$50. Call: 905-728-5199

Gas tank for Mercury outboard motor, 5 gallon, new, never used \$45. Call: 905-432-2252

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1986 14 ft Flipper fiberglass fishing boat \$200. Call: 905-697-2245

1966 Pontiac Strato Chief, 2 dr, hardtop, ps, pb, straight 6, 250, recently certified, daily driver, asking \$2000 obo. Call: 416-244-4103

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**Deadline**  
**for the**  
**October issue**  
**is Friday,**  
**September 11th**  
**at 4:00 p.m.**

Hot peppers Jamaican style, \$5 a jar. Call: 905-728-5199

1948 Plymouth Special Deluxe, 2 dr, 6 cyl, 3 spd, standard trans, completely restored in excellent condition, asking \$8500. Call: 613-476-3407

Franklin Mint Eagle 10 kt gold men's ring, never worn, \$400 new will sell for \$200. Call: 905-723-3527

Utility trailer & 86 Chevette parts, motor runs excellent, \$100 for Chevette, \$325 obo for trailer. Call: 905-434-7449

Miniature Pinscher puppies, black & tan, tails done, first shots, tiny, loyal & adorable pets \$400. Call: 905-668-3265

Nova Scotia, 6.7 acres, 132' lakefront, Shingle lake, Lunenburg county, approx. 12 kms from Bridgewater, asking \$9000. Call: 905-728-9919

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Free to good home, 2 chihuahuas, 2 catakoulas & 1 red dobie, horses \$900, 2 registered Arabian gelding, 1 reg'd Paso Fino gelding, halter-broke. Call: 905-263-2207

Oak kitchen cupboards, upper & lower plus counter, stainless steel sink, Maytag dishwasher, Beaumark stove & fan, chest freezer \$900. Call: 905-576-2097

Three fiberglass dune buggy bodies, frame & motor \$1000, 1985 Pontiac \$2500, 1981 Honda 400 cc \$1000, 1974 Chev 3/4 ton \$500. Call: 705-277-9751

Slide in camper for 1/2 ton truck, fridge, furnace & table, good condition \$1300. Call: 613-386-3866

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Snow fence, ski exercise machine \$30. Call: 905-433-2182 or 434-4478

## The Oshaworker CLASSIFIEDS

Moffat white washer & dryer \$400 obo, harvest gold fridge & stove \$400 obo, almond electric stove \$100 obo, all in excellent condition. Call: 905-728-3344

Washer & dryer \$375, radial arm saw \$150, lg microwave \$125, gold electric stove \$155, portable dishwasher \$225. Call: 905-728-9203

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Whiteman cement floor finisher, good condition, asking \$700 obo. Call: 905-430-1664

1969 tent trailer, good condition, used once this year, new tires, sleeps 6, best offer also tunnel cover for 1995-98 long box S10 pick-up \$300 obo. Call: 905-725-8719

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1986 Celebrity Eurosport, 2 dr, 2.8 litre, V6 engine, 158,000 km, excellent condition, original owner, new tires, f & r brakes, \$2500 cert or \$2000 as is obo. Call: 905-728-9027

Ladies 10 spd bike, men's 5 spd bike, very good shape. Call: 905-438-1014

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Round table with 4 rattan back chairs \$90, microwave oven \$95, Spanish pole lamp with 1 table lamp \$125. Call: 905-728-5602

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Chesterfield & swivel rocker, very good shape \$300 firm. Call: 905-263-2056

Alpine 4/3/2 channel amp, model 3552 30W x 4 or 30 x 2 & 85 x 1 or 85W x 2 & boxed 8" sub woofer, 2 4 x 6 Alpine speakers \$350. Call: 905-723-3617

Acoustic guitar with electric pick-up \$275, tenor banjo with case \$250, air mattress dble \$20, single \$15. Call: 905-436-2493

## The Oshaworker CLASSIFIEDS

12 ft aluminum boat, excellent condition, ideal for cottage or camping \$500 obo. Call: 905-576-6767

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Briggs & Stratton 5 hp bottom driven lawn mower motor \$100. Call: 905-404-8499

Fisher 1280X Aquanaught metal detector, 1 yr old, yr warranty \$600, Whites metal detector \$250. Call: 905-983-1074

Various boating equipment & 5 hp motor with stand, all items 3 yrs old, male CKC cocker pup. Call: 905-723-7574

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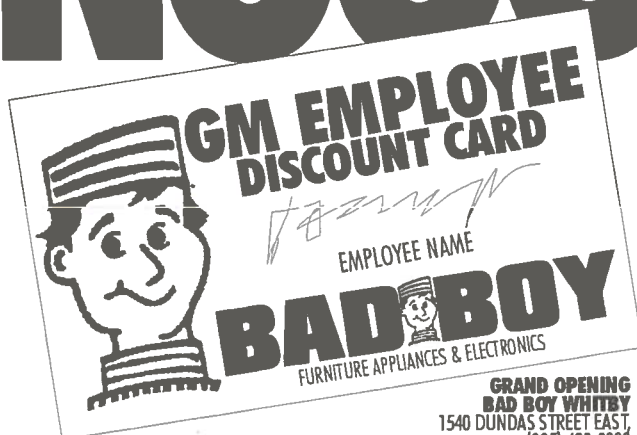
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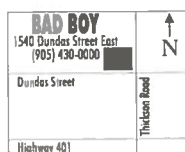
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Tent trailer soft top, screened shelter, sleeps 5, 4 foam mattresses, spare \$500 obo, Franklin wood stove, large size \$75. Call: 905-723-3916

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## The Oshaworker CLASSIFIEDS

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Battery operated used scooter, wheel chair in excellent condition. Call: 905-728-1225

German traditional oak dining room, 6 chairs, round table & buffet \$1900, pink Italian bedroom suite \$300, European pine king post bed frame \$300. Call: 905-434-8380

1996 Monte Carlo, 30,000 km, 1994 GMC van 75,000 km, 1988 Daytona \$1900. Call: 905-723-9180

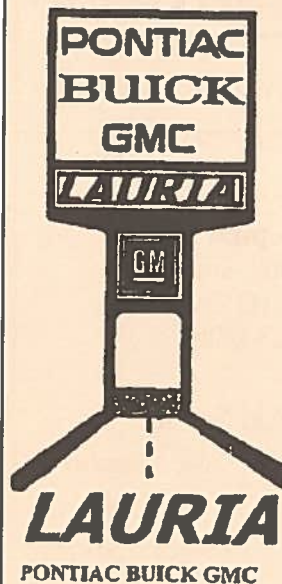
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Coin operated washer \$255, dryer \$135, stove \$155, portable dishwasher \$225, large microwave oven \$150. Call: 905-728-9203

1937 Chev Coupe for restorative purposes, solid body, asking \$1000. Call: 905-263-2045 or 697-1010

## The Oshaworker CLASSIFIEDS

1957 Olds Super 88 4 dr Sedan, 8 cyl, auto, ps, pb, good shape, extra parts with car, asking \$4000. Call: 905-986-4385

Bear Jennings compound bow, 80 pd draw, 4 broad heads, many field arrows plus many extras \$350 firm. Call: 905-263-8263

4 all season tires on Chev rims, size P195-R75-14, asking \$100. Call: 905-697-1010

## R A.G. Simpson Social REPORT

*By Reg Pigeau, Randy Merchant,  
Ron Kippen and Margaret Huzar-Guy,*

**T**HE A.G. SIMPSON SOCIAL FUND WAS SADDENED BY THE news of the passing away of our friend and colleague Rob Robbins. Rob was very active in our fund over the past years. Rob and his wife Judy would take time out of their busy schedules to drive to Toronto and purchase 350 children's gifts and wrap them as well as make up goodie bags for each child. **Wow**, you might say, that's a lot of work, but not to Rob and Judy.

On behalf of all the children, our deepest sympathy to Judy and the kids, we will miss him but not forget him. This year we will have to work together to make this event as successful as ever, so we will be needing volunteers for this year's party. Anyone including spouses that can help out please contact Randy Merchant at 728-2501 or Reg Pigeau at 571-2121 ext. 6400.

Our summer picnic was a fun day for all who attended and many prizes and gifts were won by a lot of happy children. A special thank-you goes out to Danny Machulenko for his efforts in obtaining the prizes and gifts for the picnic. Thanks also to the many suppliers who gave so generously to this event.

The adult dinner and dance this year will be held at the Dnipro Hall in Oshawa on December 19th. Tickets will go on sale early this year so please watch for further information on this occasion. There will be limited tickets available so be sure to purchase early so you will not be disappointed.

Until next time. 🍁

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86 Hyundai Pony, 115,000 km, 5 spd, sun-roof, looks good, runs good, cracked windshield \$500 as is. Call: 905-683-5676

1988 Blazer S10 4 x 4, auto, am/fm cassette CD player, Detroit Locker 30 " tires with chrome rims \$2500 obo. Call: 905-987-4926

1977 Dodge camper van, fridge, stove, furnace, toilet, water supply, 360 motor, only 78,900 original miles, excellent condition. Call: 905-404-8759

Pine bedroom armoire, triple-beveled mirror, dresser, 2 night tables, swivel tapestry rockers, cherrywood coffee, 2 end tables, everything only 15 mnths old, offers. Call: 905-433-4145 or 432-2102

Women's motorcycle jacket as new \$99, radio control truck rechargeable \$49, 5th wheel hitch hijacker \$250, complete 2-75R15 winter tires Pontiac \$49. Call: 905-985-9014

Free to a good home, female German shepherd, good, quiet dog also good with children, has been spayed. Call: 905-263-2935

Fridge, stove, dehumidifier, washer, dryer & lawn mower. Call: 905-725-1937

1985 KMV 17 ft power boat with trailer, 90 hp Yamaha outboard, full set Yamaha gauges, VHF radio, stereo, convertible top, excellent condition, sleeps 2. Call: 905-433-5520

Electric stove \$125, all kinds of speakers for car or house. Call: 905-725-8668

Pine half louver bifold doors 48 with hardware \$75 obo, brass fireplace screen 39" x 26" \$50, colonial style coffee table 54 x 19. Call: 905-432-2264

1979 Trans-AM, 6.6 motor, T-tops, pw, air, excellent condition, asking \$4500 certified obo, all original. Call: 905-242-1317

Fireplace insert Lakewood, like new, asking \$225, electronic speedometer, fits any vehicle, 0-180 m.p.h. \$65, never used. Call: 905-430-8732

GE washer, new pump & motor \$250, 4' x 8' box trailer \$350. Call: 905-438-1348

Purebred poodle puppies, male & female, ready to go, no papers, non shedding, non allergenic, home raised, asking \$350. Call: 905-723-0464

Aquariums, various sizes from 50 gallon to 5 gallon, also available stands, canopies, filters & heaters, 5 halogen ceiling lights for garage \$50. Call: 905-723-0497

Moffat stove with self-clean oven, also range fan, both in almond color. Call: 905-728-0975

3 colonial doors, 1 is 30" the other 2 are 32" \$20 ea., black iron railing, 1 is 8' the other is 5', \$50 a section. Call: 905-571-1157

## The Oshaworker CLASSIFIEDS

1964 Pontiac Acadian, 2 dr, 350, 4 spd \$5500, 1994 Polaris Indy Sport 440, 96 Studs ski skins \$3200. Call: 905-434-4618

Radial arm saw \$325, 1977 Chev box, new floor \$450, complete front, fenders, hood, grill, all one piece \$325, windshield. Call: 905-436-2637

Bicycles, tires, tubes, bike parts. Call: 905-728-9298

85 Fiero GT, excellent condition, 6 cyl, loaded, black. Call: 705-374-4342 or 705-878-8025

86 Monte Carlo, needs some work, as is best offer, large dog kennel, like new, best offer, must sell. Call: 905-576-9468

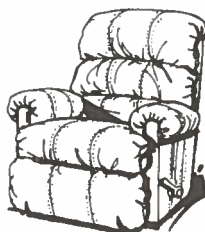
Guitar, Sigma acoustic model GCS-8 w/case \$145, old coke picnic cooler \$90, old named milk bottles wanted. Call: 905-623-2611 shift #2.

8" drill press, 16" scroll saw, 4 x 6" belt sander, 10" table saw, 4 15" GM mags with tires. Call: 905-723-9893

Acorn Voyageur airtight wood burning stove, electric fireplace, mesh screen & wood surrounds, table & 2 chairs \$20, 2 bar stools \$5 ea. Call: 905-434-3637

Large trailer asking \$3000 obo, 10' satellite dish \$3000 obo, 40' heavy duty extension ladder \$300 obo. Call: 905-666-4159

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Bonair 700 tent trailer, 1987, sleeps 6, stove, sink, icebox, well maintained, awning, hydro, excellent towing, asking \$2600. Call: 905-725-4450

IBM computer 486SX PS/1, 32 MB, 170 OMB, Windows 95, 14" monitor, keyboard, printer Epson 1010, asking \$495 obo. Call: 905-576-8697

Inglis washer & dryer \$225. Call: 705-277-3612

Decommissioning 32 ft sloop inventory part or whole, including sails, standing running rigging, mast, pedestal steering compass. Call: 905-683-3552

Bunk beds, colonial style, complete with posture boards, mattresses & ladder \$125. Call: 905-728-6377

Peg Perego high chair, height adjustable \$50, Fun Wheels tricycle \$25, both like new, girls winter coats. Call: 416-439-2770

Snow blower, tires truck & car, 13x10 50R15LT, P155 x 80 x R13, P175 x 80 R13, F78 x 14, radials on rims, hub caps, wood 2x4x16, Delco battery. Call: 905-428-6286

Bathtub drain & down pipe \$80, Westinghouse 8,000 BTU a/c \$230, good working bathroom hand basin complete with cabinet, different sizes \$50. Call: 905-728-9834

#### WANTED

Scrap cars & trucks, pay cash, picked up, also wanted 81 - 84 Olds Regency or Park Avenue Buick. Call: 905-725-7249

Gas storage heater, small apt. size stove or counter top burners. Call: 905-435-0505

Used wing chair in good condition. Call: 905-725-3087 after 6 PM

Children's Little Tyke, Fisher Price or Step 2 swing set & or playground equipment, must be in excellent condition. Call: 905-987-5497

Old rock tumblers & accessories, fluorescent light, ultraviolet lamp, rock pick & related tools. Call: 905-728-9100

Bedroom set or just a bed, 15" tires, hockey equip., Sony Playstation games, 16 ft or 17 ft bass boat. Call: 905-983-9530

Would buy clean inside/out 3/4 ton or 1 ton pick-up, no dually or clean inside-out full size cargo or passenger van \$10,000 or less. Call: 905-922-6666

Would like to buy Centennial \$20 gold coin set. Call: 905-723-4955

To rent garage for 83 Caddie for 6 mth Nov. 1st/98 to May 1st/99. Call: 905-576-9185

Fender Gibson or 60's Epiphone electric guitar also fender amp old or new. Call: 905-576-9112

## The Oshaworker CLASSIFIEDS

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Waterfront cottages, 2 & 3 bdrm, good fishing, sandy beach, Trent river area, weekly from \$280 to \$360. Call: 705-778-7534

Port Charlotte Florida, newly furnished 2 bdrm bungalow for rent, Dec. 1 to Mar. 31, asking \$1100 US, video available. Call: 905-723-1377

#### NOT-FOR-PROFIT SERVICES

Are you the spouse or relative of a problem drinker and seeking help? Call: Al-Anon 728-1020

Distress Centre, telephone befrienders, available 24 hours a day. Call: 905-433-1121 or 905-985-3434

Pregnancy Help Centre of Durham, helping women in crisis, all services provided free—pregnancy testing, counselling, baby clothing and equipment. Call: 905-430-0805

Child Find is dedicated to reducing the incidence of missing children. For information or to volunteer call (905) 686-3181.



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# Local 222 Meetings

## The General Membership

meeting is held the first Thursday of every month at 7:30 p.m.  
except July & August

## The General Motors Unit

meeting is held the third Thursday of every month at 7:30 p.m.  
except July & August

## The Retirees' Chapter

meeting is held the first Monday  
of every month at 1:00 p.m.  
except July & August

## CAW Family Auxiliary

meetings are held the first & third Tuesday  
of every month at 8:00 p.m.  
except in July & August

**All meetings are held at the CAW Local 222 Hall 1425 Phillip Murray Avenue.**

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